Employment Principles

Employment in the Department of Education, Tasmania is governed by the State Service Act 2000 which contains a set of State Service Principles that provide an overarching statement as to both the nature and operation of the State Service and expectations of those who work within it.

The four general areas covered by the principles are:

• merit and employment;
• diversity and equity;
• ethics and accountability; and
• provision of services.

All departmental employees and officers must comply with the principles and all relevant Employment Directions.

MERIT

Merit ensures that any appointment to, or promotion within the State Service is made on the basis of the capacity of the person to do the job.

Section 7 of the State Service Act 2000 provides that a decision relating to appointment or promotion is based on merit if:

• an assessment is made of the relative suitability of the candidates for the duties; and
• the assessment is based on the relationship between the candidates' work-related qualities and the work-related qualities generally requested for the duties; and
• the assessment focuses on the relative capacity of the candidates to achieve outcomes related to the duties; and
• the assessment is the primary consideration in making the decision.

Some examples of work-related qualities that may be relevant in making an assessment are:

• skills and abilities
• qualifications, training and competencies
• standard of work performance
• capacity to produce required outcomes
• relevant personal qualities
• demonstrated potential for further development
• ability to contribute to team performance

Contact Details
For further information or assistance in relation to the above please contact Recruitment and Employment on (03) 6165 6285 or via e-mail: Recruitment@education.tas.gov.au

Associated Documents and Materials
• Employment Directions
• State Service Act 2000