

**AUSTRALIAN ANGLICAN SCHOOLS  
NETWORK CONFERENCE  
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**Presentation by Terry Burke,  
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***STEWARDSHIP, LOVE  
AND DISMISSAL OF  
STAFF***

**People should think of us as Christ's servants, stewards entrusted with the mysteries of God.**

**In such a matter, what is expected of stewards is that each one should be found trustworthy.**

**1 Cor 4 (1-2)**

## **Schools do not operate in a vacuum**

- **Industrial legislation**
- **Anti-discrimination legislation**
- **Child protection legislation**
- **Teacher Registration provisions**
- **Workplace Health and Safety**
- **Church policy documents**
- **Employer (school specific) policy**

**In deciding whether a dismissal was harsh, unjust or unreasonable, the commission must consider –**

- (a) whether the employee was notified of the reason for dismissal; and**
- (b) whether the dismissal related to –**
  - (i) the operational requirements of the employer's undertaking, establishment or service; or**
  - (ii) the employee's conduct, capacity or performance; and**
- (c) if the dismissal relates to the employee's conduct, capacity or performance –**
  - (i) whether the employee had been warned about the conduct, capacity or performance; or**
  - (ii) whether the employee was given an opportunity to respond to the allegation about the conduct, capacity or performance; and**
- (d) any other matters the commission considers relevant.**

# **STEWARDSHIP OF THE COMPLAINT**

## **Fundamental Commitment to Transparent Processes**

- **Initial advice of complaint**
- **Attendance by third person**
- **Written advice of complaint**
- **Sound investigative procedures**
- **Realistic and timely timeframes**
- **Formal opportunity to respond to all matters before the decision maker**

# **STEWARDSHIP OF DIMINISHED WORK PERFORMANCE**

- **Early intervention**
- **Specific set of procedures**
- **Affirmation of perceived strengths**
- **Strategies to address perceived weaknesses**
- **Documentation**
- **Use of 'critical friend'**
- **Structured timeframes with timely advice**
- **Strong professional development support**

## **STEWARDSHIP OF THE FAR SIGHTED**

### **Key role of on-going formative appraisal**

- **Linked to school's goals and objectives**
- **Training to establish common understandings**
- **Developmental focus on improvement**
- **Linked to statement of agreed expectations of staff**
- **Provision for professional development**

## **SUMMARY CONSIDERATIONS**

- **Reference to core values**
- **Reference to legislative/policy provisions**
- **Importance of considered policy and procedure**
- **Commitment to transparency in processes**
- **Willingness to be open to an alternative resolution**

**The steward has to be irreproachable since he is God's representative: never arrogant or hot tempered ... but hospitable and a lover of goodness; sensible, upright, devout and self controlled; and he must have a firm grasp of the unchanging tradition so that he can be counted on both giving encouragement in sound doctrine and for refuting those who argue against it.**

**Letter to Titus 1:7-9**