

Policy and Procedure Register updates

Summary of changes to:

Recruitment and selection policy

1. Reason for new/updated policy or procedure *(select all that apply)*

- | | |
|--|---|
| ☐ Change of policy/procedure requirements | ☐ Audit/review recommendation |
| ☐ Change to legislation/delegations | ☒ Due for review ☐ Other |

The policy has been reviewed and updated for the first time since 21 September 2020 to ensure it remains current and aligned with [Recruitment and selection \(Directive 07/23\)](#).

2. Summary of changes

The policy has been updated to reflect the current recruitment and selection framework and the requirements of the [Recruitment and selection \(Directive 07/23\)](#).

The key substantive change is the removal of references to the merit principle and its replacement with the requirement to select the eligible person best suited to the position. This reflects the terminology and approach established by the current Directive and provides greater clarity about the basis on which recruitment and selection decisions are to be made.

The policy has also been rewritten to align with the updated PPR policy template. As part of this process, the content has been reviewed, updated and restructured to remove outdated information, clarify requirements and improve the consistency of guidance.

The changes are to ensure the policy accurately reflects current requirements rather than introduce new recruitment or selection obligations for employees.

3. Impacts to roles and responsibilities

Does the new/updated content change staff roles/responsibilities *in any way*? ☐ Yes ☒ No

4. Communication and support for implementation

No formal training is planned as the policy changes do not introduce changes to the recruitment and selection processes currently undertaken by hiring managers. The updates align the policy with the current recruitment and selection framework and update terminology and guidance.

A targeted communication campaign will support implementation and raise awareness of the updated policy. This will include reminder emails to Regional HR Business Partners, Corporate HR and HR Support teams, as well as broader staff communications through OnePortal News and a ConnectED article.

For further assistance, please contact:

For all recruitment related enquiries contact Human Resources:

Non-teacher recruitment

Email: recruitment.humanres@ged.qld.gov.au

Phone: 3055 2650

Classified teacher recruitment

Email: recruitmentteaching.humanres@ged.qld.gov.au

Phone: 3055 2650

Teacher recruitment

Email: teachqueenslandrecruitment@ged.qld.gov.au

Phone: 1300 131 547

Policy effective: 27 January 2027, version 2.0