

s 47F, s 47E



Regards

Martin

Martin Parkinson, PSM
Secretary
Department of the Prime Minister and Cabinet

s 22

From: LLOYD, John <John.Lloyd@apsc.gov.au>
Sent: Wednesday, 13 July 2016 8:33 AM
To: Parkinson, Martin
Cc: FOSTER, Stephanie
Subject: Enterprise Bargaining [DLM-Sensitive]

Sensitive

Martin

s 47C, s 47E



I thought it useful to set out these thoughts before we have a chat.

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 **M:** s 22 **I:** **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

s 22

From: s 22 on behalf of LLOYD, John
<John.Lloyd@apsc.gov.au>
Sent: Thursday, 14 July 2016 1:00 PM
To: Parkinson, Martin
Subject: Accepted: Enterprise Bargaining discussion ~~[SEC-UNCLASSIFIED]~~

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

s 22

From: LLOYD, John <John.Lloyd@apsc.gov.au>
Sent: Tuesday, 26 July 2016 1:32 PM
To: Parkinson, Martin
Subject: Secretary's Performance Framework and [DLM=Sensitive]
Attachments: perf framwork 716.docx; perf letter 716.docx

Sensitive

Martin

I attach a draft of the Secretary's performance framework and accompanying letter.

The framework is based on last year's document. It was developed after practices in the private sector and some states were reviewed.

The changes incorporated in this draft are:

- having regard to departmental, public sector and individual considerations – para 2. This is adopted from the SA approach;
- added diversity, talent and innovation to outcomes as measures pointers – para 7
- removed the obligation to counter sign documents.

My approach has always been to not over-engineer the requirements and processes. This is especially so when dealing with the highest echelon in the public service.

s 22

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 | **M:** s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

Secretaries Annual Performance Management Framework

S61A of the Public Service Act 1999 specifies that “an annual review of the performance of a Secretary must be carried out in accordance with a framework established by the Secretary of the Prime Minister’s Department and the Commissioner”.

1. The Secretaries Annual Performance Management Framework outlines the process by which Secretaries’ performance is measured against key results and outcomes. The objective is to encourage excellence by setting clear objectives and evaluating results.
2. Secretaries are to uphold the highest standards working to deliver on public sector priorities, department specific priorities and their own individual objectives.
3. In May, the Secretary of the Department of the Prime Minister and Cabinet and the Australian Public Service Commissioner will write to all Secretaries asking that they provide both a self-assessment of their achievements over the past financial year and a proposed set of outcomes for the coming financial year.
4. The proposed outcomes and self-assessment are to be submitted by the end of June. The documents, together with any additional input sought by Secretary PM&C and the Commissioner, will form the basis of a discussion, to be held in or around July, between each Secretary, Secretary PM&C and the Commissioner.
5. Each Secretary will be responsible for seeking input from his or her respective Minister(s) and reflecting this in both the assessment of past performance and the forward outcomes. Secretaries may also choose to draw on input from stakeholders, staff and any external reviews of the Department’s performance or capability. Separately, the Secretary PM&C and the Commissioner may seek additional input from Ministers, stakeholders or other sources to inform the assessment of performance and setting of future priorities.
6. The self-assessment should be no more than two pages.

7. The statement of forward outcomes should be no more than two pages and should include outcomes and measures against four areas:
 - **Key government policy priorities**, incorporating priorities in Ministers' charter letters and overall contribution to Government initiatives, along with cross-agency outcomes and APS-wide reforms, including deregulation and contestability;
 - **Financial performance**, including productivity and savings initiatives ;
 - **Workforce strategy**, including leadership, developing capability and managing performance, developing and implementing workplace diversity, talent and succession; and
 - **Governance**, including risk management, accountability, innovation and stewardship of the APS.
8. Where appropriate, Secretary PM&C and the Commissioner may also include some specific objectives in the statement of forward outcomes.

July 2016

Dear (Secretary)

Section 61A of the *Public Service Act 1999* specifies that an annual review of the performance of a Secretary must be carried out in accordance with a framework established by the Secretary of the Department of Prime Minister and Cabinet and the Australian Public Service Commissioner.

Attached is a performance review framework to meet this requirement.

The timelines set out in the framework for the provision of a 2016-17 outcomes plan have been altered to accommodate the election.

We would be grateful if you could provide your planned outcomes document for 2016-17 by end-August.

The performance review cycle is completed by you submitting a self-assessment in June 2017, followed by a discussion with us during July 2017.

The framework identifies areas we suggest you consider in developing planned outcomes for the coming year.

Yours sincerely

MP

JL

From: s 22 on behalf of LLOYD, John
<John.Lloyd@apsc.gov.au>
Sent: Tuesday, 2 August 2016 12:06 PM
To: Parkinson, Martin
Subject: APS Remuneration Report 2015 and Individual Agency Report - PMC [~~DLM=For Official Use Only~~]
Attachments: APS Remuneration Report 2015.docx; PMC 2015 Individual Agency Report.docx

For Official Use Only

Dear Martin

Please find attached the 2015 APS Remuneration Report and your 2015 Agency Remuneration Report.

The Agency Report contains remuneration data as at 31 December 2015. The report also compares your agency against the whole-of-APS remuneration data for 2015. Your Agency Report remains confidential.

The 2015 APS Remuneration Report will be publicly released on 3 August 2016.

If your staff have any enquires they can email remuneration@apsc.gov.au.

I thank you and your employees for co-operating with the Commission in contributing your agency data to the APS Remuneration Report.

Yours sincerely,

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

s 22

From: Parkinson, Martin
Sent: Friday, 12 August 2016 4:55 PM
To: 'LLOYD,John'
Subject: RE: s 22 [DLM-Sensitive:Personal]

Sensitive: Personal

John

s 22

s 47C, s 47E

Cheers

Martin

From: LLOYD,John [mailto:John.Lloyd@apsc.gov.au]
Sent: Friday, 12 August 2016 9:29 AM
To: Parkinson, Martin
Subject: s 22 [DLM-Sensitive:Personal]

Sensitive: Personal

Martin

I thought I should give you an update.

s 22

s 47C, s 47E

Regards

John Lloyd PSM I Commissioner

Australian Public Service Commission
Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

s 22

From: Parkinson, Martin
Sent: Friday, 12 August 2016 6:08 PM
To: 'LLOYD,John'
Subject: RE: SES Terminations [~~SEC-UNCLASSIFIED~~]

~~UNCLASSIFIED~~

John

What's prompted this?

Martin

From: LLOYD,John [mailto:John.Lloyd@apsc.gov.au]
Sent: Friday, 12 August 2016 10:37 AM
To: Parkinson, Martin
Subject: SES Terminations [~~SEC-UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Martin

I am confident you will be across this.

But just in case – s38 of the PS Act requires me to certify that the termination of a SES officer “is in the public interest.”

For non-SES employees s29 allows an agency head to terminate an employee for “non-performance, or unsatisfactory performance, of duties.” It would be necessary to ensure the termination decision and payments complied with the Fair Work Act 1999 and relevant provisions in the agency’s enterprise agreement.

Regards

John Lloyd PSM I Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 | **M:** s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

s 22

From: LLOYD, John <John.Lloyd@apsc.gov.au>
Sent: Wednesday, 17 August 2016 4:20 PM
To: Quinlivan, Daryl; Moraitis, Chris; heather.smith@communications.gov.au; Richardson, Dennis MR; BRUNIGES, Michele; LEON, Renée; de Brouwer, Gordon; Halton, Jane; gary.quinlan@dfat.gov.au; martin.bowles@health.gov.au; Campbell, Kathryn; michael.pezzullo@border.gov.au; Beauchamp, Glenys; Mrdak Mike; Parkinson, Martin; Finn.PRATT@dss.gov.au; Fraser, John (Secretary); Lewis, Simon; Jordan, Chris; lyn.o'connell@agriculture.gov.au
Subject: Enterprise Bargaining [~~SEC-UNCLASSIFIED~~]

Dear Colleagues

The Minister has today announced that the Enterprise Bargaining policy that applied before the election will continue unchanged.

We are emailing Chief Negotiators in all agencies about this.

We will continue to assess and approve agency positions and proposed agreements as quickly as possible.

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

s 22

From: s 22 on behalf of LLOYD, John
<John.Lloyd@apsc.gov.au>
Sent: Wednesday, 14 September 2016 3:21 PM
Subject: Australian Public Service Commissioner's Directions 2016 [SEC=UNCLASSIFIED]
Attachments: Attachment A - Summary of key changes.docx

Dear Colleagues

I am writing to advise that the *Australian Public Service Commissioner's Directions 2016* have been made.

The new Directions remove unnecessary administrative burden and allow agency heads greater flexibility to manage their workforces. They modernise and streamline the Australian Public Service employment framework.

A summary of the key changes is at **Attachment A**.

The new Directions will be tabled in Parliament this week and will commence on 1 December 2016. The Australian Public Service Commission will soon publish supporting information to help agencies prepare for the changes.

My contact in relation to this matter is Caroline Walsh, Group Manager Employment Policy. Ms Walsh can be contacted by email at caroline.walsh@apsc.gov.au or phone s 22.

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission
Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606
P: s 22 **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.



Australian Government
Australian Public Service Commission

Australian Public Service Commissioner's Directions 2016
Summary of key changes

The *Australian Public Service Commissioner's Directions 2016* commence on 1 December 2016.

More information is available from the APSC website.

Provision	2013 Directions	2016 Directions
<p>Advertising multiple agency selection processes and using other agencies' merit lists</p> <p>1. New definition of <i>similar vacancy</i> to allow agencies to use other agencies' merit lists:</p> <ul style="list-style-type: none">a. for vacancies at the SES levelb. for centrally coordinated entry level recruitment programsc. where there is agreement between the recruiting agency, a second agency and the individual candidate. <p><i>In practice, agencies can make use of a recruitment process undertaken by another agency for: all SES positions; entry level programs such as Graduates and Indigenous cadetships; or otherwise as agreed.</i></p>	Clause 2.5	Section 9
<p>2. Vacancy notification obligations have also been amended to allow agencies to participate in multiple agency selection processes without advertising separately in the Gazette.</p> <p><i>In practice, agencies are no longer required to advertise vacancies separately in the Gazette, where vacancies exist in more than one agency.</i></p>	Clause 2.9(5)	Section 20(5)
<p>Notifying decisions in the Public Service Gazette</p> <p>1. Reduced obligation to notify employment outcomes in the Gazette.</p> <p><i>In practice, agencies are no longer required to notify engagement decisions (ongoing or long term non-ongoing), or movements at level following a selection process.</i></p> <p><i>Agencies are only required to notify promotion decisions, employment decisions following an Independent Selection Advisory Committee recommendation, and termination of employment as a consequence of breaching the Code of Conduct.</i></p>	Clause 2.29(1)	Section 34(1)
<p>2. Removes the obligation to seek approval of the Australian Public Service Commissioner to withhold an employee's name from the Gazette.</p> <p><i>In practice, Agencies no longer require the Commissioner's approval to withhold names from the Gazette in order to protect a person's identity.</i></p>	Clause 2.29(5)	Section 34(4)

Provision	2013 Directions	2016 Directions
Modifications to the standard application of merit 1. Engagement of an employee as non-ongoing, without conducting a competitive selection process, increased to an initial term of up to 18 months. 2. Such non-ongoing engagements may be extended to a maximum term of three years, based on the employee's demonstrated performance. <i>In practice, agencies can engage a person for up to 18 months initially if they are satisfied the person meets the requirements of the job. Agencies will still be required to advertise broadly.</i> <i>Previously, engagement without a competitive selection process was limited to a total of 12 months.</i>	Clause 2.12(1)	Section 22
3. Application of Indigenous affirmative measure expanded to include selection of persons for short-term non-ongoing engagement. <i>In practice, agencies can apply special measures for Indigenous Australians for engagements of less than 18 months that are not advertised in the Gazette. This previously applied only to vacancies notified in the Gazette.</i>	Clause 2.15	Section 26
4. Affirmative measure for disability employment expanded to apply to all persons with disability, or a particular type of disability. <i>In practice, agencies can apply special measures for all people with disability. This previously applied only to those with intellectual disability.</i> <i>Agencies can still employ a person with disability without a selection process where they have been assessed as not able to compete on merit.</i>	Clauses 2.16 and 2.17	Section 27
Performance management 1. Simplified instructions to agencies on performance management matters, including initiating Code of Conduct proceedings in relation to performance matters. <i>In practice, this provides agencies with improved guidance on managing performance.</i>	Chapter 4	Sections 39 and 40
Other amendments 1. Minor amendments to Directions on APS Values.	Chapter 1	Sections 11 to 17
2. Removed duplication in minimum requirements for merit-based selection.	Clause 2.8	Section 19
3. Removed Directions setting minimum requirements for assignment of duties.	Clauses 2.24 and 2.25	N/A
4. Transitional provisions covering recruitment underway, notifying outcomes, sharing merit lists, non-ongoing engagements and performance management.	N/A	Part 8

s 22

From: s 22 on behalf of LLOYD, John
 <John.Lloyd@apsc.gov.au>
Sent: Thursday, 6 October 2016 12:16 PM
To: daryl.quinlivan@agriculture.gov.au; Chris.Moraitis@ag.gov.au;
 heather.smith@communications.gov.au; dennis.richardson@defence.gov.au;
 BRUNIGES,Michele; LEON,Renée; gordon.debrouwer@environment.gov.au;
 jane.halton@finance.gov.au; frances.adamson@dfat.gov.au;
 Martin.Bowles@health.gov.au; Kathryn.Campbell@humanservices.gov.au;
 'Michael.Pezzullo@border.gov.au'; Glenys.Beauchamp@industry.gov.au;
 Mike.Mrdak@infrastructure.gov.au; Parkinson, Martin; Finn.Pratt@dss.gov.au;
 John.Fraser@treasury.gov.au; Simon.Lewis@dva.gov.au
Subject: Workplace Bargaining Policy [~~SEC=UNCLASSIFIED~~]

Dear Colleagues

The Fair Work Commission yesterday terminated protected industrial action that had been underway in the Department of Immigration and Border Protection (DIBP).

This means that the industrial action ceases. It is possible that issues in dispute will be subject to arbitration by a Full Bench of the Fair Work Commission.

The decision does not affect bargaining in other agencies. It relates to the circumstances of bargaining in DIBP and its industrial action, particularly the potential impacts on safety and security. The DIBP bargaining is relatively complex due to the merging of the pay and conditions from two previous legacy agencies that make up the DIBP. It is anticipated that any arbitral proceedings will be lengthy and of course confined to the DIBP circumstances.

The Government's bargaining policy is unaffected by the DIBP decision and will not change. Agencies that have not settled a new agreement are obliged to continue to bargain in accordance with the policy. Employees should be urged to vote for new agreements to avoid further loss of income and associated benefits.

The scheme of the Fair Work Act 1999, as reflected in the Government's bargaining policy, is to focus on an employer and employees bargaining to achieve an enterprise agreement. The termination of industrial action followed by arbitration are very much the exception.

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 | **M:** s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

s 22

From: s 22 on behalf of LLOYD, John
<John.Lloyd@apsc.gov.au>
Sent: Friday, 2 December 2016 10:44 AM
Subject: Australian Public Service Commissioner's Directions 2016 ~~[SEC-UNCLASSIFIED]~~

Colleagues

Yesterday the *Australian Public Service Commissioner's Directions 2016* came into effect. The Directions are significantly simplified and streamlined.

New measures have been introduced to provide agencies with greater flexibility around staffing decisions. Some of the key measures include:

- Merit lists created for SES roles can be routinely shared between agencies.
- Merit lists created for other levels can be shared on a case-by-case basis.
- Temporary employees can be engaged for up to three years without a full competitive selection process.
- Selection processes can be run as open only to people with disability.

If your staff would like to discuss these changes, please have them contact the Staffing Policy team at staffingpolicy@apsc.gov.au or s 22.

More information is also available on the Commission's website at www.apsc.gov.au/priorities/directions.

Regards

John Lloyd PSM I Commissioner

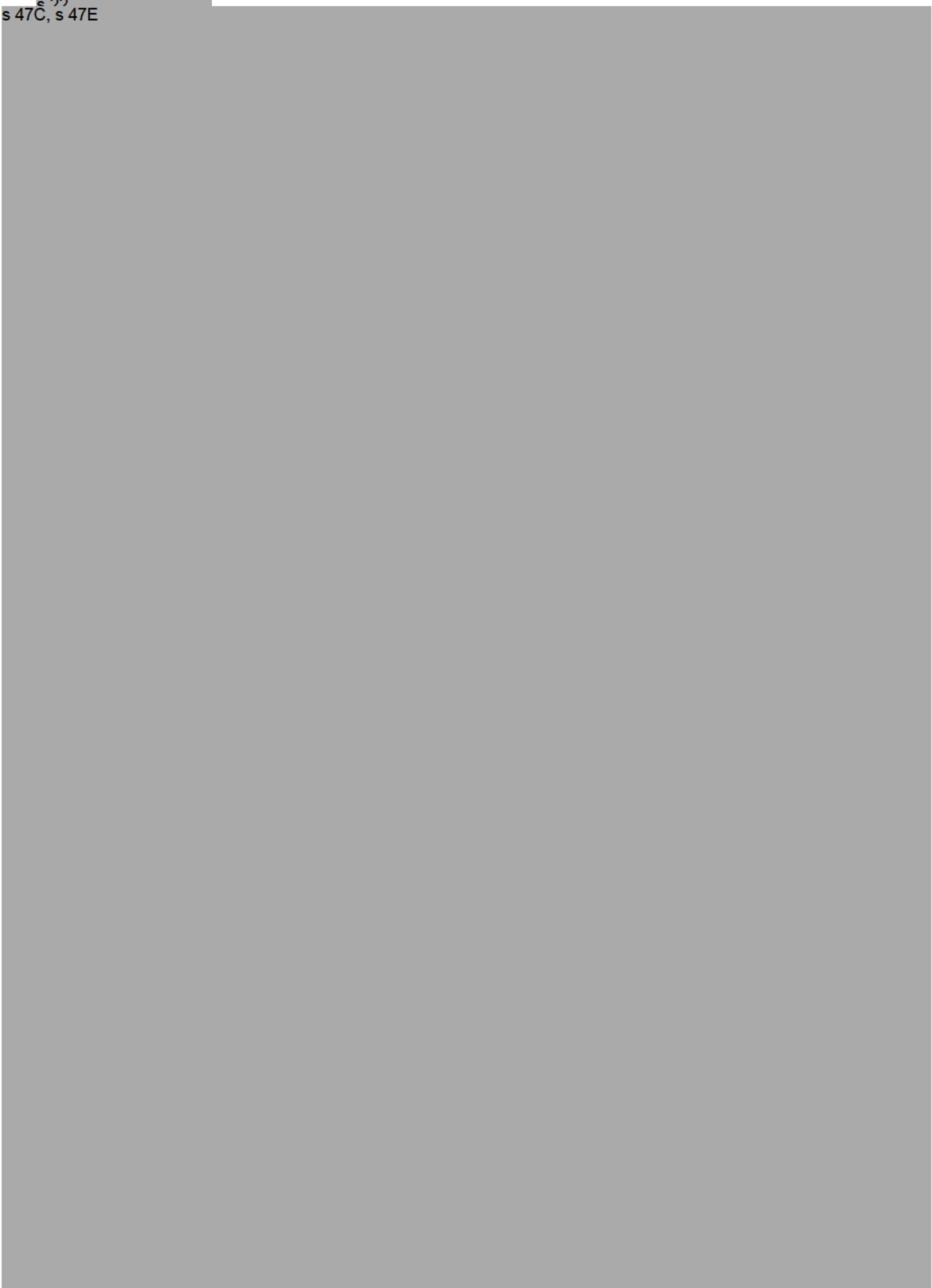
Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 **I** **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

§ 22
s 47C, s 47E



s 22

From: s 22 on behalf of LLOYD, John
 <John.Lloyd@apsc.gov.au>
Sent: Thursday, 4 May 2017 10:28 AM
To: daryl.quinlivan@agriculture.gov.au; Chris.Moraitis@ag.gov.au;
 heather.smith@communications.gov.au; dennis.richardson@defence.gov.au;
 Brendan.Sargeant@defence.gov.au; LEON, Renée; de Brouwer, Gordon;
 Rosemary.Huxtable@finance.gov.au; frances.adamson@dfat.gov.au;
 Martin.Bowles@health.gov.au; Kathryn.Campbell@humanservices.gov.au;
 michael.pezzullo@border.gov.au; Glenys.Beauchamp@industry.gov.au;
 Mike.Mrdak@infrastructure.gov.au; Parkinson, Martin; Finn.Pratt@dss.gov.au;
 Simon.Lewis@dva.gov.au
Subject: s 47E and Bargaining Policy [~~DLM=For Official Use Only~~]
Attachments: Talking Points - Partial bargaining policy exemption for s 47E docx; 28.04.2017 -
 s 47E - correspondence from the Australian Public Service
 Commission.pdf

~~For Official Use Only~~

Dear Colleagues

At Secretaries' Board, I agreed to provide you with further information regarding the partial exemption from the bargaining policy of s 47E

The attached talking points explain the rationale for the partial exemption.

Also attached is a copy of the formal advice to the s 47E. The letter has not been made public so I ask that you exercise discretion in circulating it.

s 47E

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 | **M:** s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

Talking points – Partial bargaining policy exemption for s 47E

s 47E





Australian Government
Australian Public Service Commission

Australian Public Service Commissioner

s 47E

Yours sincerely

Stephanie Foster

Stephanie Foster
Acting Australian Public Service Commissioner

28 April 2017

s 22

From: s 22 on behalf of LLOYD, John
<John.Lloyd@apsc.gov.au>
Sent: Friday, 5 May 2017 10:40 AM
Cc: CROSTHWAITE, Kerren
Subject: Reporting of terminations for misconduct [~~SEC-UNCLASSIFIED~~]

Dear Colleagues

I am writing to seek your views on a potential change to the reporting of terminations for misconduct.

At present, the Australian Public Service Commissioner's Directions 2016 require agencies to publish, in the *Public Service Gazette*, the names of ongoing APS employees whose employment is terminated for breaching the Code of Conduct. No other termination decisions are required to be notified in the *Gazette*.

The Parliamentary Joint Committee on Human Rights examined this requirement in its assessment of the Directions and queried its compatibility with the right to privacy. The Committee asked whether there could be other ways to show the APS deals properly with serious misconduct. I agreed to review the public notification of this information and to advise the Committee of my findings.

I consider some record of misconduct terminations should be maintained. This is justified as a protection against agencies engaging someone who has previously been dismissed for misconduct.

The key question is whether the *Gazette* is the appropriate mechanism. Is there a better and more effective way to maintain a database that is accessible to relevant agency HR personnel?

Accordingly, I am considering removing the requirement from the Directions. Instead, Code of Conduct termination information could be centrally and confidentially recorded and made available in specified circumstances to maintain the integrity of the APS.

Australian Public Service Commission data show a significant discrepancy in the number of Code of Conduct terminations notified in the *Gazette* compared with those recorded in the Commission's APS Employment Database (APSED). This suggests that many terminations are not gazetted.

I would welcome your views on this matter. Please contact me or Ms Kerren Crosthwaite, Group Manager Employment Policy on s 22, or at kerren.crosthwaite@apsc.gov.au. Responses would be appreciated by 19 May 2017.

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

s 22

From: LLOYD, John <John.Lloyd@apsc.gov.au>
Sent: Tuesday, 23 May 2017 9:42 AM
To: Parkinson, Martin
Cc: FOSTER, Stephanie
Subject: Compulsory Transfers [~~SEC-UNCLASSIFIED~~]

UNCLASSIFIED

Martin

No general power exists.

Two sections of the *Public Service Act 1999* allow the Commissioner to move employees between agencies.

Excess Employees.

S 27 (1). The Commissioner, may by direction in writing, move an excess APS employee to another agency, without anyone's consent.

S 27(2) stipulates that an employee is excess if, and only if, an Agency Head has notified the Commissioner in writing that the employee is excess.

Machinery of Government Changes.

S 72 (1)(a). The Commissioner may move APS employees to another Agency, without anyone's consent, by a determination in writing.

The s72 preamble empowers the Commissioner to do this if "satisfied that it is necessary or desirable in order to give effect to an administrative re-arrangement."

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P s 22 | **M:** s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

s 22

From: s 22 on behalf of LLOYD, John
<John.Lloyd@apsc.gov.au>
Sent: Friday, 9 June 2017 3:09 PM
To: Parkinson, Martin
Subject: APS Remuneration Report 2016 and Individual Agency Report - Department of the Prime Minister and Cabinet [DLM-For Official Use Only]
Attachments: APS Remuneration Report 2016.docx; Prime Minister and Cabinet 2016 Individual Agency Report.docx

For Official Use Only

Dear Martin

Please find attached the 2016 APS Remuneration Report and your 2016 Agency Remuneration Report.

The Agency Report contains remuneration data as at 31 December 2016. The report also compares your agency against the whole-of-APS remuneration data for 2016. Your Agency Report remains confidential.

The 2016 APS Remuneration Report will be publicly released in the **week commencing 12 June 2017**.

If your staff have any enquires they can email remuneration@apsc.gov.au.

I thank you and your employees for co-operating with the APSC in contributing your agency data to the APS Remuneration Report.

Yours sincerely,

John Lloyd PSM I Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

s 22

From: s 22 on behalf of LLOYD, John
<John.Lloyd@apsc.gov.au>
Sent: Tuesday, 13 June 2017 5:55 PM
Subject: APS Remuneration Report 2016 - publicly released [~~SEC-UNCLASSIFIED~~]

Dear Colleague

In an email I sent you last week, I provided you with a copy of the APS Remuneration Report 2016 and advised that the Report would be publicly released in the week commencing 12 June 2017.

The Report has now been published and is available at: <http://www.apsc.gov.au/publications-and-media/current-publications/remuneration-surveys/remuneration-report-2016/>.

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.

APS Remuneration report 2016

This page is: current

Last updated: 13 Jun 2017



A census of Australian Public Service (APS) employee remuneration is conducted annually. The census provides participating APS agencies with agency-specific and APS-wide data that informs their remuneration practices. The APS-wide data is also made publicly available via this site.



Download Word version (2.2mb)

Background

1. Executive summary

2. Key remuneration components

- 2.1 Base Salary
- 2.2 Total Remuneration Package
- 2.3 Total Reward

3. Features of key remuneration components

- 3.1 Comparison of key remuneration components by classification.
- 3.2 Motor vehicle allowances.
- 3.3 Performance bonus
- 3.4 Superannuation

4. Payments in addition to key remuneration components

- 4.1 Acting classification
- 4.2 Geographic/Locality allowance
- 4.3 Disability allowance
- 4.4 Additional duties/Responsibilities allowance

5. Additional information

- 5.1 Employment Instrument
- 5.2 Remuneration data by sex
- 5.3 Employment category

6. Historical data

7. Remuneration findings by classification

- [Table 7.1: Remuneration findings for Graduate](#)
- [Table 7.2: Remuneration findings for APS 1](#)
- [Table 7.3: Remuneration findings for APS 2](#)
- [Table 7.4: Remuneration findings for APS 3](#)
- [Table 7.5: Remuneration findings for APS 4](#)
- [Table 7.6: Remuneration findings for APS 5](#)
- [Table 7.7: Remuneration findings for APS 6](#)
- [Table 7.8: Remuneration findings for EL 1](#)
- [Table 7.9: Remuneration findings for EL 2](#)

- [Table 7.12: Remuneration findings for SES 3](#)

Appendixes

- [A.1 Methodology](#)
- [A.2 Definition](#)
- [A.3 APS agencies and entities included in this report](#)

Asset ID: #94187

About the Commission

The Australian Public Service Commission (APSC) is a central agency within the Prime Minister and Cabinet portfolio. The Commission supports two statutory office holders: the Australian Public Service Commissioner—who is also agency head—and the Merit Protection Commissioner. Their functions are set out in sections 41(1) and 50(1), respectively, of the *Public Service Act 1999*.

Contact us



Copyright © 2017 Australian Public Service Commission

[home](#) [disclaimer](#) [privacy](#) [accessibility](#)
[security](#) [copyright](#) [freedom of information](#)
[sitemap](#)

From: Parkinson, Martin
Sent: Tuesday, 20 June 2017 6:04 PM
To: LLOYD, John
Subject: RE: Gazettal of Code of Conduct Terminations ~~[SEC=UNCLASSIFIED]~~

John

Thanks – I've inquired as to our non-response. It turns out we supported your proposal and it was an oversight that there was no response saying that...sorry about that.

Cheers

Martin

From: LLOYD, John [mailto:John.Lloyd@apsc.gov.au]
Sent: Monday, 19 June 2017 5:53 PM
To: Parkinson, Martin <Martin.Parkinson@pmc.gov.au>
Subject: Gazettal of Code of Conduct Terminations ~~[SEC=UNCLASSIFIED]~~

UNCLASSIFIED

Martin

I am alerting you to a change I propose to make to the gazettal of code of conduct terminations.

Background

When an employee is terminated for a code of conduct breach the person is named in the gazette and the grounds for termination identified. The rationale is to guard against the person being rehired, or at least being hired without knowledge of past serious misconduct.

On the recent occasions when my amendments to the Commissioner Directions have gone before the Joint Parliamentary Committee on Human Rights, the Committee has raised privacy concerns about the gazettal action. The Committee has asked me to investigate an alternative procedure. I agreed on the grounds that a review was timely.

We also have data indicating that about 50% of misconduct terminations are not gazetted.

Proposal

Instead of gazettal I propose to establish a database that records misconduct terminations. The database would be confidential and accessible only to APS agencies.

Non-APS employers e.g. a state government agency, would not have access to the database. However, a non-APS employer when conducting due diligence is entitled to ask why an employee left and the APS employer is entitled to state it was a misconduct termination.

We have consulted a number of Departments, including PM&C. 34 agencies responded and all supported the proposal. PM&C did not respond.

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: s 22 | **M:** s 22 | **W:** www.apsc.gov.au

Important: This email remains the property of the Commonwealth and is subject to the jurisdiction of section 70 of the Crimes Act 1914. It may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender.