

Review of public sector employment laws – *A Fair and Responsive Public Service for All*

Purpose

The *Public Service Act 2008* and other laws, policies and procedures establish the framework for employment and management of the public service and other public sector employees.

The Government is committed to ensuring that the public sector is a fair employer and that employees are responsive to the needs of the community and the government.

The review is to consider the laws, policies and procedures of employment in the Queensland public sector, and report to the Premier on any recommended changes to the them to ensure the Queensland public sector is fair and responsive, an employer of choice, and a leader in public administration.

Terms of reference

1. The review will examine the laws, policies and relevant procedures governing public employment in Queensland including the *Public Service Act 2008* and other legislation about employment, management and ethical obligations of employees in government entities.

Exclusions

- (i) Employment in entities that are not government entities for s.24 of the *Public Service Act 2008* (eg local government, parliament, Government House, courts, police officers, school councils, government owned corporations).
 - (ii) Employment under the *Ministerial and Other Office Holder Staff Act 2010*.
2. The review will have regard to how legislation ensures:
 - (a) delivery of the government's objectives;
 - (b) the government's commitment to Westminster principles in public employment;
 - (c) merit in public employment;
 - (d) the outcomes of the 2015 review of the *Industrial Relations Act*;
 - (e) the public sector is:
 - (i) a fair employer that manages capably and consistently;
 - (ii) responsive to the needs of government and the community;
 - (iii) diverse;
 - (iv) focused on professional and non-partisan service delivery;
 - (v) able to give frank and fearless advice;
 - (vi) efficient and effective and provides value for money.
 3. The review of the legislation is to consider the following:
 - (a) fairness in management of employees;

- (b) employees' rights and obligations;
- (c) responsiveness in providing services to the community and to government;
- (d) integrity and impartiality in providing services and in supporting policy development and implementation;
- (e) continuous improvement, innovation and responsiveness;
- (f) promoting the government as an employer of choice;
- (g) equality of employment opportunity, diversity that reflects the community, and equity of pay and other conditions; and
- (h) the role of the Public Service Commission, other government agencies and the Queensland Industrial Relations Commission for public employment matters.

Process

The review will be conducted by an independent reviewer supported by a secretariat from the Department of the Premier and Cabinet. The reviewer may request that additional expertise be provided to assist the review.

The reviewer may receive submissions from stakeholders, including in confidence.

A final report will be provided to the Premier by the end of March 2019 including details of recommended legislative changes and the form and nature of institutions to support the objectives of a fair and responsive public service for all. The final report may include recommendations about issues to be addressed following conclusion of the review.