

Committee Secretary
Education, Employment and Small Business Committee
Parliament House
George Street
Brisbane Qld 4000

Adilia Murabito



29/07/2020

Dear Sir/Madam

Please find below my submission in relation to the proposed changes to the *Public Service Act* via the *Public Service and Other Legislation Amendment Bill 2020*.

The reliance on Directives to regulate public service employment should be reduced. Where possible, regulations and rules should be in the legislation.

Benefits are as follows :

- Easier to understand and interpret.
 - Multiple layers of instruments and rules cause confusion, create complexity and makes it difficult for the employee and management to understand what their obligations are.
 - As a team leader there has been a number of occasions where I experienced anxiety and frustration when trying to get a clear understanding of rules surrounding employment.
- More accountable.
 - A Directive can be changed without the level of rigour and consultation required for a legislation change.
 - Directives are open to politically motivated manipulation.
 - Directives can be used as a tool to implement rules which do not reflect the intent of the legislation.
- Directives are difficult to enforce.

Thank you

Adilia Murabito