

**Submission to the Education, Employment and Small Business Committee**

Dear Chair

I spoke with your Acting Committee Secretary on Friday and she suggested that I write to you regarding my concerns in relation to the managing performance area of the Public Service and Other Legislation Amendment Bill 2020.

I wrote to the Chief Executive, Queensland Public Service Commission, on 9 July last only to receive a reply on Friday 31 July 2020 the day after your submissions closed. Your secretary supplied me with the link to your Public Briefing dated Monday 27 July 2020 which I have read.

I believe once the positive performance management principles have been fulfilled and the point had been reached where disciplinary action is recommended, an independent body (outside of the unit, branch or division managing the employee and also outside of the particular department's Human Resources area) should review the circumstances, make further investigations as it deems necessary, taking into consideration their assessment of the employee's point of view and make a ruling.

I would like to see this spelled out in changes to the act to ensure impartiality.

I offered to give input regarding an individual's experience of the 'Managing Unsatisfactory Performance' procedure as it currently stands, as someone who has experienced this process. My input into the wording of the directive has been verbally refused by the Public Service Commission as they appear only to be consulting with departments and unions (not individuals) to draft up their directive following the passing of the bill. I believe this strategy may see more of the same. I will follow this up further with the commission.

I'm attaching a copy of my letter to [REDACTED] and his reply along with my submission to a conference with the [REDACTED] from the Industrial Relations Commission which I think you will find self-explanatory, illustrating my concerns.

I am happy to consult with you to elaborate on my concerns.

Sincerely

[REDACTED]