



Australian Government

Australian Public Service Commission

Australian
Public Service
Commissioner
Annual Report

2005–06



Incorporating the Annual Report of the Merit Protection Commissioner

© Commonwealth of Australia 2006

ISSN 1032 0350
ISBN 0 9775590 1 7

This work is copyright. Apart from any use as permitted under the *Copyright Act 1968*, no part may be reproduced by any process without prior written permission from the Commonwealth. Requests and inquiries concerning reproduction and rights should be addressed to the Commonwealth Copyright Administration, Attorney General's Department, Robert Garran Offices, National Circuit, Barton ACT 2600 or posted at <http://www.ag.gov.au/cca>

Acknowledgements

Annual Report team: Michael Heard, Ben Keily, Jacquie Reid, Peter Labrum, Kate Dawson, Susan Kemp, Derek Drinkwater, Alf Bock, Karen Labrum, Lisa Mann and Liddy Noronha.

Design and typesetting: Jayne Abel and Niki Fisher.

Website design: Andrew Glenn.

Glossary

AAT	Administrative Appeals Tribunal	DIMA	Department of Immigration and Multicultural Affairs
ACT	Australian Capital Territory	EEO	equal employment opportunity
AFP	Australian Federal Police	EFP	Executive Fellows Programme
APSED	APS Employment Database	EL	Executive Level
APSEDII	APSED Internet Interface	EMPA	Executive Masters of Public Administration
ANAO	Australian National Audit Office	FACSLIA	Department of Families, Community Services and Indigenous Affairs
ANZSOG	Australia and New Zealand School of Government	FOI Act	<i>Freedom of Information Act 1982</i>
ANU	Australian National University	GSA	Government Skills Australia
APS	Australian Public Service	HR	human resources
AusAID	Australian Agency for International Development	HREOC	Human Rights and Equal Opportunity Commission
Austrade	Australian Trade Commission	IAPSEN	Indigenous Australian Public Service Employees Network
ATO	Australian Taxation Office	ICC	Indigenous Coordination Centres
CAPAM	Commonwealth Association for Public Administration and Management	IEHR Forum	Indigenous Employers Human Resources Forum
CDAC	Career Development Assessment Centre	ILS	Integrated Leadership System
Commission	Australian Public Service Commission	ISAC	Independent Selection Advisory Committee
Commissioner	Australian Public Service Commissioner	IT	information technology
Commissioner's Directions	<i>Public Service Commissioner's Directions 1999</i>	LAFIA	Leading Australia's Future In Asia
COMNET	Corporate Management Network	LaLAC	Leadership and Learning Advisory Committee
CPG	Commonwealth Procurement Guidelines	LDN	Leadership Development Network
CPSU	Community and Public Sector Union	MAC	Management Advisory Committee
Defence	Department of Defence	NAIDOC	National Aborigines and Islanders Day Observance Committee
DEWR	Department of Employment and Workplace Relations	OCSC	Office of the Civil Service Commission

OECD	Organisation for Economic Cooperation and Development
OH&S	occupational health and safety
OH&S ACT	<i>Occupational Health and Safety (Commonwealth Employees) Act 1991</i>
OIPC	Office of Indigenous Policy Coordination
OPDC	Office of the Public Sector Development Commission
PRC	Promotion Review Committee
PSETA	Public Service Education and Training Australia
PSM PROGRAMME	Public Sector Management Programme
SES	Senior Executive Service
the Act	<i>Public Service Act 1999</i>
VET	vocational education and training

Mandatory compliance index

Letter of transmittal	iii
Table of contents	vii
Index	211
Glossary	207
Contact officer(s)	v
Internet home page address and Internet address for report	v
Review by departmental secretary	3
Overview description of department	9
Role and functions	9
Organisational structure	9
Outcome and output structure	10
Review of performance during the year in relation to outputs and contribution to outcomes	15 (Part 2)
Actual performance in relation to performance targets set out in PBS/ PAES	15 (Part 2)
Where performance targets differ from the PBS/ PAES, details of both former and new targets, and reasons for the change	N/A
Narrative discussion and analysis of performance	17 (Part 2)
Discussion and analysis of the department's financial performance	94
Summary resource tables by outcomes	145
Statement of the main corporate governance practices in place	87
Agency heads are required to certify that their agency comply with the Commonwealth Fraud Control Guidelines	89
Significant developments in external scrutiny	90
Judicial decisions and decisions of administrative tribunals	90
Reports by the Auditor-General, a Parliamentary Committee or the Commonwealth Ombudsman	90
Assessment of effectiveness in managing and developing human resources to achieve departmental objectives	90
Statistics on staffing	90, 201
Certified agreements and AWAs	92
Performance pay	93

Assessment of effectiveness of assets management	96
Assessment of purchasing against core policies and principles	96
Summary statement of new consultancy services contracts let and the total actual expenditure	96
Competitive tendering and contracting contracts let and outcomes	96
Absence of contractual provisions allowing access by the Auditor-General	96
Contracts exempt from the AusTender	96
Report on performance in implementing the Commonwealth Disability Strategy	189
Financial Statements	146
Occupational health and safety (section 74 of the <i>Occupational Health and Safety (Commonwealth Employment) Act 1991</i>)	193
Freedom of Information (subsection 8(1) of the <i>Freedom of Information Act 1982</i>)	194
Advertising and market research (Section 311A of the <i>Commonwealth Electoral Act 1918</i>)	199
Ecologically sustainable development and environmental performance (Section 516A of the <i>Environment Protection and Biodiversity Conservation Act 1999</i>)	200
Discretionary Grants	96

Index

A

- Aboriginal and Torres Strait Islander APS Employees Census Report, 61, 65, 78
- Aboriginal and Torres Strait Islander people, employment in the APS, 3, 10, 57, 58–65
 - APS Employment and Capability Strategy for Aboriginal and Torres Strait Islander Employees*, 4, 58, 65, 90
 - APS Indigenous Capability Fund, 60
 - APS Indigenous Mobility Scholarship, 60
 - Career Trek workshops, 60
 - census survey, 61, 65, 78
 - development programmes, 46–47
 - 3, 10, 57, 58–65
 - evaluation of agency approaches to, 78, 79
 - in the Executive Level, 45
 - Getting a Job*, 59
 - Indigenous APS Employees Network, 59
 - Indigenous Coordination Centres, 45
 - Indigenous Network Steering Committee (Victoria), 59
 - Making Our Mark, 59
 - NAIDOC Week, 7, 100
 - Not Just a Job*, 59
 - partnerships, 61
 - pathways to, 58–59
 - recruitment and retention, 59, 77
 - research report, 61
 - support for employees, 59–60
 - support for employers, 61
- Absence Management in the Australian Public Service*, 67
- absences, 67–68
- accidents and injuries, 193
- accommodation, 7, 98
- accountability, 85–100, 111
- accounting graduates, recruitment process for, 6, 57–58, 66
- achievements, 3–5
 - APS policy and employment services, 17
 - better practice and evaluation, 57
 - development programmes, 37–38, 47
- administrative re-arrangements, 23–24
- administrative tribunals, 90
- Advanced writing skills*, 46
- advertising, 199
- advice and support, 18–20
 - to agency heads, 19–20
 - to the Executive, 19
 - to the Minister, 18–19
 - performance information, 21
- agency survey, 74, 75
- Agriculture, Fisheries and Forestry, Department of, 7, 100
- Alvarez, Vivian, 3, 20
- Annual Procurement Plan, 96
- APS Employment and Capability Strategy for Aboriginal and Torres Strait Islander Employees*, 4, 58, 65, 90
- APS Employment Database (APSED), 57, 71
- APS Employment Database Internet Interface (APSEDII), 57, 71
- APS Indigenous Capability Fund, 60
- APS Indigenous Mobility Scholarship, 60
- APS policy and employment services, 17–35
 - achievements, 17
 - slippages, 17–18
- APS Statistical Bulletin, 72, 73

APS Values, 73
 APS Values and Code of Conduct, 9, 74, 89–90
 breaches of the Code of Conduct: *see*
 breaches of the Code of Conduct
 development programme on, 6
 promotion of awareness and understanding
 of, 5, 79
 resources kit on, 5, 25
 Asia-Pacific region, public sector reform in, 4,
 27–29
 Asia Pacific School of Economics and
 Government, 51
 asset management, 96
 Audit Committee, 6, 88, 89
 auditing, internal, 88, 89
 Auditor-General, 90
 AusAID, 4, 27–29, 51, 52
 civil service reform in Indonesia, 17, 28
 Enhanced Cooperation Programme, 4, 27–28
 Government Sectors Linkage Programme, 29
 Austrade, 3, 20
 Australia and New Zealand School of
 Government, 5, 38, 48–49
 Executive Fellows Programme, 5, 38, 49
 Executive Masters of Public Administration,
 5, 49, 92
 Freedom of Information, 194–198
 Public Sector Management Programme, 52
 Public Sector Training Package, 52
 Research Committee, 49
 Sir John Bunting Chair of Public
 Administration, 49
 Australia Day Awards, 6, 99
 Australian Broadcasting Authority, 24
 Australian Communications and Media
 Authority, 24
 Australian Communications Authority, 24
 Australian Customs Service, 121
 Australian Federal Police, 108, 123
 Australian Government Information
 Management Office, 69, 81
 Australian Government Solicitor, 106
 Australian Industrial Relations Commission, 107
 Australian National Audit Office, 88, 90

Australian National University, 49, 51
 Australian quarantine and Inspection Service,
 121
 Australian Research Council, Linkage Project
 Scheme, 106
 Australian Sports Anti-Doping Authority, 3, 20,
 24
 Australian Sports Drug Agency, 20, 24
 Australian Taxation Office, 105
 Integrity Advisory Committee, 20
 promotion reviews, 116
 Technical Quality Review, 107
 Workforce Availability Initiative, 108
 Australian Trade Commission, 3, 20
 Australian Workplace Agreements, 92, 94

B

Being Professional in the Australian Public Service,
 5, 25
*Bennett v The President, Human Rights and Equal
 Opportunity Commission* (the Bennett case),
 19
 better practice and evaluation, 57–83
 achievements, 57
 performance information, 62, 70, 72, 82
 promotion of, 66–71
 slippages, 57–58
 Better Practice Group, 10
 Better Practice Network, South Australia, 68
 breaches of the Code of Conduct, 94, 106,
 117–119
 case studies, 124–142
 management of, 5, 58, 79, 105
 Merit Protection Commission role, 109, 115
 time taken to complete reviews, 119
*Building Business Capability Through Workforce
 Planning*, 67
 bullying, plain English guide on, 5, 18
 Business Continuity Plan, 89–90

C

cadetships, 91
capability development, 69, 77
Career Development Assessment Centres (CDAC), 37, 39, 44, 45, 92
Career Trek workshops, 60
Centrelink, 69
Certified Agreement 2003–2006, 90
civil service reform, 4, 17, 28–29
Collective Agreement 2006–09, 6, 90, 92–93
Commission Management Committee, 88
Commissioner, 9, 19, 109
 conferences, international, 29
 Freedom of Information documents, 196
 review, 3–7
committees, 88
Commonwealth Association for Public Administration and Management (CAPAM) 7, 17, 37, 50
Commonwealth Disability Strategy, 189–192
Commonwealth Fraud Control Guidelines, 89
Commonwealth Procurement Guidelines, 96
Commonwealth Public Service Ministers' Forum, 7, 50
Commonwealth Secretariat Ministers' Forum, 37
 communities of practice, 66
Comrie Report, 3, 20
Conducting investigations, 46
conferences, international, 29
Connected Government, 38, 69–70, 80–81
 Connected Government Project Manager, 69
 Connected Government website, 57, 69–70
consultants, 47, 90, 96–97
contact details, v, 11, 197
contracting, 96, 97
corporate governance, 87–89
 committees, 88
Corporate Group, 10
corporate learning and development, 91–92
Corporate Management Network (COMNET), 68, 72, 74
Corporate Plan 2005–06, 6, 88, 89, 90
cost, 149–150

 output 1, APS policy and employment services, 35
 output 2, development programmes, 56
 output 3, better practice and evaluation, 83
cross jurisdictional development activities, 52
Cross Portfolio Audit of Green Office Procurement, 90
culture, 6–7, 67

D

delegations of powers to outsiders, 24
Deputy Public Service Commissioner, 19, 20, 29
development programmes, 37–56, 91–92
 achievements, 37–38, 47
 APS 1–6 development, 46
 graduate development, 46
 leadership services, 38–41
 national and international programmes, 48–56
 performance information, 40, 48, 56
 programme delivery, 41–48
 residential programmes, 5, 37, 38, 42, 4, 92
 tailored programmes and services, 47
disability, people with, 70, 77, 80, 99, 208
 International Day of People With Disability, 7, 100
 performance information, 189–192
disclosure of information, 18–19
discretionary grants, 96
Diversity Officers Network, 68

E

ecologically sustainable development, 200
Education, Science and Training, Department of, 69
employee survey, 74
Employer Roundtable, 70
Employment and Workplace Relations, Department of, 25, 105
 National Indigenous Cadetship Project, 59
 Workplace Services Branch, 24
employment policy, 20–21
Employment Policy Adviceline, 20–21

employment services, 22–27
 fee-for-service, 24
 performance information, 26
 Environmental Management System, 200
 environmental performance, 200
 equal opportunity, 99, 201
 Ernst and Young, 88, 89
 ethical standards, 89–90
 Evaluation Group, 10
 Executive Breakfast series, 45
 Executive Fellows Programme, ANZSOG,
 38, 49
 Executive Level
 development programmes, 44–46, 92
 Executive Level calendar, 44
Executive Level 1 transitions, 46
Executive Level 2 transitions, 46
 forums, 45
 residential programmes, 44
 Executive Masters of Public Administration,
 ANZSOG, 49, 92
 external scrutiny, 90

F

Families, Community Services and Indigenous
 Affairs, Department of, 24, 68
 Fiji, 27, 37
 Finance and Administration, Department of, 42,
 69, 81
 ‘red tape’ project, 69
 Finance Essentials programme, 44
Financial Management and Accountability Act
 1997 (FMA Act), 88
 financial performance, 94–96
 budget outlook, 95–96
 operating result, 94–95
 financial statements, 146–188
 Foreign Affairs and Trade, Department of, 51
 Independent Selection Advisory Committees
 (ISACs), 122
Fostering an Attendance Culture: A Guide for APS
Agencies, 67
 fraud control, 89

Fraud Control Plan 2006–07, 89
 Freedom of Information, 194–198
 categories of documents, 196–197
 contact details, 197
 facilities for access, 197
Freedom of Information Act 1982, 97, 194
 functions of the Commission, 9
 funding, 9, 94–96
 appropriation funding, 94–95
 non-appropriation funding, 94–95

G

Getting a Job, 59, 65
 good practice guides, 57, 69
 on bullying and harassment, 5, 18
 on interactions between public servants and
 Ministers, 5, 79
 on management of suspected breaches of the
 Code of Conduct, 5, 58, 106
 governance, 6–7, 50, 87–89
 Government Business Conference, 39
 Government Skills Australia, 52
 Public Sector Industry Advisory Committee,
 195
 graduate development, 46, 91
 Graduate Managers’ forum, 39
 graduate recruitment, 91
 Griffith University, Key Centre for Ethics, Law,
 Justice and Governance, 106
 Group 8, 97

H

harassment, 134–135
 plain English guide on, 5, 18
 Harmony Day, 6–7, 100
 Health and Ageing, Department of, 23, 47
 Health Insurance Commission, 20, 23–24
 Health Week, 7, 92, 193
 House of Representatives Standing Committee
 on Indigenous Affairs, 90
 human resource management, 50, 66, 69, 90–94,
 HR Capability Development Programme, 69
 HR Directors Forum, 68

networks and forums, 68
Human Resources Network, Western Australia, 68
Human Rights and Equal Opportunity Commission, 70, 107
Humphry Review, 74

I

Immigration and Multicultural Affairs, Department of, 20, 47, 68, 116, 121
Immigration, Multicultural and Indigenous Affairs, Department of, 3, 24
income, 9, 94–95
Independent Selection Advisory Committees (ISACs), 108, 109, 120–122, 123, 195, 196
Indigenous Australian Public Service Employees Network (IAPSEN), 59
Indigenous Coordination Centres (ICCs), 58
Indigenous development programmes, 45
Indigenous Employment Centres, 61
Indigenous Network Steering Committee, Victoria, 59
Indonesia, 4, 17, 28
Influencing skills, 46
information management, 96–97
Information Technology Advisory Committee, 88
information technology outsourcing, 97
Information Technology Strategic Plan, 6, 96–97
Inquiry into the Circumstances of the Immigration Detention of Cornelia Rau, 3, 19–20
Inquiry into the Circumstances of the Vivian Alvarez Matter, 3, 20
Institute of Public Administration Australia, 39
Integrated Leadership System, 39, 47
International Day of People with Disability, 7, 100
international responsibilities, 27–30
International Women's Day, 70
internet, 21, 97
intranet, 97

J

Job Network agencies, 59, 61
Joint Selection Committees, 123
judicial decisions, 90

L

LAFIA Asia, 37, 38, 39, 48, 50
LAFIA (Pacific), 37, 38, 51
Leadership and Learning Advisory Committee, 39
Leadership Development Network, 37, 39, 40
Leadership in the Australian Public Service — an Indigenous experience, 37
Leadership Mastery, 42
leadership programmes, 3, 6, 20, 38–41
 performance information, 40–41, 48
leadership services, 38, 40
Leading Across Boundaries, 37, 42
Learn 2 Lead, 199
learning and development programmes, 6
library, 98

M

Making Our Mark, 59
Management Advisory Committee, 4–5, 80–81
 Connecting Government, 38, 69, 81
 Managing and Sustaining the APS Workforce, 5, 6, 39, 57, 66, 67, 80, 199
 One APS—One SES, 39, 42, 81
 report into the recruitment and retention of people with disability, 70, 80
management and accountability, 85–100
 Merit Protection Commissioner, 111
 senior management structure, 87
Management essentials, 46
Management of Net Appropriation Agreements, 90
Managing and Sustaining the APS Workforce, 5, 6, 39, 57, 66, 67, 80, 199, 204
market research, 199
Marketing yourself into an Executive Level position, 46

Medicare Australia, 3, 20, 23–24
merit protection and other services, 34–35
Merit Protection Commissioner, 9
 annual report, 102–142
 case studies, 124–142
 fee-for-service functions, 108, 114, 122–123
 Freedom of Information, 194, 196
 management and accountability, 111
 organisational structure, 109
 performance information, 113–123
 review system, 107–110, 117–126
 role and functions, 109–110, 194–195
 timeliness targets, 105–106
Minister Assisting the Prime Minister for the
 Public Service, 18, 59, 67, 70
Minister for Employment and Workplace
 Relations, 59, 67, 70
Ministerial Conversations Series, 5, 37, 38,
 43–44, 54–55
mission, 9

N

NAIDOC Week, 7, 100
National Indigenous Cadetship Project, 91
National Inquiry into Employment and
 Disability, 70
National Public Sector Appeals Conference, 106
networked government, 50
networks and forums, 68
Not Just a Job, 59, 64–65

O

occupational health and safety, 193
Occupational Health and Safety Committee, 88,
 193
*Occupational Health and Safety (Commonwealth
 Employees) Act 1991 (OH&S Act)*, 193
Office of Indigenous Policy Coordination
 (OIPC), 24, 58
Office of Workplace Services, 24
Ombudsman Act 1976, 106
One APS—One SES, 39, 42, 81

Organisation for Economic Cooperation and
 Development (OECD), 17
ORIMA Research, 199
outcome, 9, 145
output structure, 10–11, 145
 APS policy and employment services, 17–35
 better practice and evaluation, 57–83
 development programmes, 37–56
 Merit Protection Commissioner, 113–123

P

Pacific Islands Scholarships for Governance
 Programme, 4, 27
Pacific Leaders Programme, 39
Pacific nations, 4, 17, 27, 28, 37
Pacific Public Sector Leadership Programme,
 37, 51
Pacific Regional Public Service Commissioners'
 Conference, 17, 27, 32–33
Palmer Report, 3
panel of consultants, 6, 37, 41–42
Papua New Guinea, 4, 27–28
partnerships, 3, 61
payroll services, 92
people management, 90–94
performance, 13–83
 advice and support to Minister, Executive
 and agency heads, 21
 programme delivery, 48
 employment services, 26
 financial performance, 94–96
 Indigenous employment, 62
 international assistance, 30
 leadership services, 40–41
 merit protection and other services, 35
 Merit Protection Commissioner, 113–123
 national/international programmes, 56
 promote better practice, 70
 research and evaluation, 82–83
 statistical and information services, 72
 summary table, 15
performance assessment for Secretaries, 23
performance management, 67, 93

performance pay, 93
Policy formulation and advice —introduction, 46
 Policy Group, 10, 23
 Policy Parameters for Agreement Making in the APS, 25
 price, 149–150

- output 1, APS policy and employment services, 35
- output 2, development programmes, 56
- output 3, better practice and evaluation, 83

 Prime Minister and Cabinet, Department of the, 69, 106
Privacy Act 1988, 25
 procurement, 96
 Programmes Group, 10
 Promotion Review Committee, 105, 115–116
 property management, 98
 public sector development activities, cross jurisdictional, 52
 Public Sector Leadership Programme, Fiji, 27, 37
 Public Sector Management Programme, 52, 195
 public sector reform, in Asia-Pacific region, 4, 17, 27, 28, 37
 Public Sector Training Package, 52
Public Service Act 1999, 9

- review of, 3, 4, 17, 18, 106, 108

 Public Service Education and Training Australia (PSETA), 52
 Public Service Gazette

- lodgements, 22
- online lodgement and public search, 6, 17–18

 Public Service Industry Advisory Council, 52
 Public Service Regulations, 108

- Regulation 2.1, 18–19

 purchasing, 96

R

Rau, Cornelia, 3, 20
 Red Tape Interdepartmental Committee, 74
 Regional Director Networks, 38
 regional networks, 68
 regional offices, 38
 Regional Services Group, 10, 107

remuneration, 24–25
 remuneration policies, 58, 79
 Reporting of Expenditure on Consultants, 96, 97
 research and evaluation, 72–83

- performance information, 82

 resources, 145
 revenue, 9, 94–95
 risk management, 89

S

salary ranges, 92
 Secretaries, performance assessment, 23
 Security Committee, 88, 98
 Senior Executive Service (SES), 39, 44

- Band 3 forums, 44
- development programmes, 38–39, 42–44, 92
- breakfasts, 37, 42–43
- Finance Essentials programme, 44
- HR Roundtable, 68
- leadership programmes, 3, 5, 20, 37
- Ministerial Conversations Series, 5, 37, 38, 43–44, 54–55
- orientation programme, 44
- programme management, 44
- role in leadership, 39
- selection processes, processing of requests for endorsement of, 17, 23
- SES Adviser, 23
- snapshots, 43
- staffing, 204–206

Sharpening the Focus: Managing Performance in the APS, 67
 Sir John Bunting Chair of Public Administration, 49
 slippages, 5–6

- APS policy and employment services, 17–18
- better practice and evaluation, 57–58
- development programmes, 38

 Special Minister of State, 69
 staff

- accidents and injuries, 193
- communities of practice, 66
- health programme, 92

numbers, 90, 201–203
occupational health and safety, 193
payroll services, 92
people management, 90–94
performance management, 67, 93
performance pay, 93
profile of, 201–203
recruitment, 91
salary ranges, 92
senior management structure, 87
training and development, 91–92
State of the Service reports, 4, 73–77
 State of the Service 2004–05, 4, 66, 71, 72, 73, 76–77, 106
 State of the Service Report 2005–06, 58, 61
statistical and information services, 71–74
State of the Service Employee Survey Results 2004–05, 73–74
structure of the Commission, 9–10
Study Encouragement Scheme, 92
study visits, 17
succession management, 23
Supporting Ministers, Upholding the Values: a good practice guide, 5, 57, 79
surveys, 74, 75

T

Technical Quality Review, 107
tenders, 42, 92, 96
Thailand, 17, 28–29
trust, 77
Turned Up and Tuned In: A Line Manager's Guide to Maximising Staff Attendance, 67

U

Uhrig Review, 20, 23–24
United Group, 92
unscheduled absences, 67–68

V

values, 9, 25, 73; *see also APS Values and Code of Practice*
Values and Standards Committee, 20
van Hilst v Scrine case, 19
visits by overseas delegations, 29
Volante, 97

W

website, 21
whistleblowing, 25–26, 34, 106, 109, 122
Whistling while they Work: enhancing the theory and practice of internal witness management in public sector organisations, 106
whole of government approach, 51, 58, 69, 77, 81
workforce planning, 66–67, 90
 Workforce Planning Strategy, 6
workplace agreements, 25
 Certified Agreement 2003–2006, 90
 Collective Agreement 2006–09, 6, 90, 92–93, 99
workplace diversity, 70, 91, 99–100
Workplace Relations Act 1996, 92
Workplace Relations Committee, 6, 88, 93