

CPM REVIEWS

Providing Ethical and Professional Reviews of Employment
Decisions and Actions to the Public Sector

CPM Reviews is a business unit of the Centre for Public Management (CPM), a Canberra-based provider of services to the public sector



www.cpmreviews.com.au

CPM Reviews provides a range of employment-related services to public sector Departments and Agencies.

- Employment Reviews
- Misconduct
- Investigations
- Organisational Process
- Conduct Audit
- Selection Processes
- Workplace Relations Matters



About CPM Reviews

CPM Reviews was established in July 2008 under the leadership of Mr Jeff Lamond as an arm of the Centre for Public Management to provide ethical and professional reviews of employment decisions and actions to the public sector.

Jeff Lamond, the General Manager of CPM Reviews, was formerly the Merit Protection Commissioner.

CPM Reviews is based in CPM's offices at Lawry Place, Macquarie, adjacent to the Jamison Centre.

Since mid-2008 Jeff Lamond has grown the business to its late-2010 strength of 15 highly experienced reviewers, all with significant previous public sector experience.

In its first two years of operation CPM Reviews undertook more than a hundred assignments and in late-2010 its 15 reviewers were working simultaneously across 18 separate assignments.

Our People – the CPM Reviews Team

CPM Reviews personnel have experience in a number of employment areas and have all occupied demanding management and human resource positions within the public sector. This enables us to provide a wide range of personnel and employment-related services.



Jeff Lamond

Jeff Lamond, General Manager and Principal Reviewer - Canberra

Jeff Lamond joined CPM as Principal Consultant and General Manager of CPM Reviews in June 2008 following a thirty-three year career in the APS, with the last fourteen years spent at the SES level. Jeff's areas of professional competence centre around public sector ethics, accountability and reviews of employment action, the APS Values and the APS Code of Conduct. He also has a real depth of experience in broader public sector employment policy.

Joanne Blackburn, Principal Reviewer - Canberra

Joanne has a legal background and has had a 30 year career in the APS, including 20 years experience as an SES officer, most recently in AGs where she was a Division Head. Joanne has specialised in public administrative law and has broad international and national policy and legal experience in criminal justice. She has had extensive involvement in staffing, recruitment, performance appraisal and grievance processes.

Mike Stone, Senior Reviewer - Canberra

Mike Stone has 26 years experience in both central and service delivery Commonwealth agencies focusing particularly on employee relations and review of action investigations. He has had extensive experience with a diverse range of workplaces – industrial, clerical, technical, professional and scientific.

Geoff Cameron, Senior Reviewer - Canberra

Geoff Cameron has over 30 years experience in the Commonwealth public sector, mostly within the Commonwealth's central HR agencies, the Public Service Board (PSB), the Merit Protection and Review Agency (MPRA), the Department of Industrial Relations (DIR) and the Public Service and Merit Protection Commission (PSMPC).

Boris Budak, Senior Reviewer - Sydney

Boris has a legal and accountancy background and over 40 years experience in the public sector, the last twelve in the Australian Public Service Commission. Before joining the Commission, Boris worked in a number of other Australian Public Service agencies, including the Australian National Audit Office and the Attorney-General's Department.

Gwyn Thompson, Senior Reviewer - Canberra

Gwyn provides management consultancy, employment reviews and misconduct investigations to a wide range of public and private sector organisations throughout Australia. This follows a 30 year career in the Australian Public Service, latterly at the SES level. Gwyn's expertise encompasses corporate governance and all aspects of people management and development.

Jane Bateson, Senior Reviewer - Canberra

Jane Bateson is an experienced human resources management consultant with 19 years public sector experience across central agencies, human resource management and program areas. She has variously occupied positions as Personnel Manager, Employee Relations Manager and has been involved in workplace conditions and workplace reform.

David Callan, Senior Reviewer - Canberra

David Callan has some 40 years Public Sector administrative and management experience. As well as having hands on experience he has managed human resource related areas, such as recruitment, organisation and classification review and development, industrial relations, grievance resolution and security.

Clive Haggar, Senior Reviewer - Canberra

In 2008 Clive completed a 25 year career in the Australian Education Union—including 13 years as chief executive of the AEU's ACT Branch. This involved him in the development and negotiation of industrial relations and professional agreements in the ACT. His key interests are in advocacy, negotiations, dispute resolution and mediation.

Alison Byrne, Senior Reviewer - Melbourne

Alison Byrne has 26 years public sector experience across a range of APS agencies. From 2001 to 2009 Alison worked as a Regional Adviser with the APSC undertaking statutory reviews on behalf of the MPC. Alison is also an experienced facilitator in areas such as conduct and ethics and administrative investigations.

Peter Long, Senior Reviewer - Canberra

Peter Long has 34 years public sector experience, including 15 years as a Police officer with the NSW Police, primarily as a detective working on criminal investigations. Peter moved from the NSW Police to the APS where he conducted investigations into various forms of staff misconduct across a range of agencies.

Gail Kinnane, Senior Reviewer - Adelaide

Gail Kinnane has had a career of over 30 years in the APS and has worked in various Commonwealth agencies, spending the last six years with the APSC at the Executive level. Gail's areas of professional expertise include public sector ethics, accountability and reviews of employment action, the APS Values, the APS Code of Conduct and the Public Service Act.

Glyn Tomlinson, Senior Reviewer - Queensland

Glyn Tomlinson has 36 years experience in the Commonwealth public sector across a range of large and small agencies. Glyn also managed a private sector IT firm for 12 years providing services to the public sector. His principle specialism has been in management reviews and reform, with a special interest in organisational culture, Code of Conduct and the APS Values.

Tony O'Brien, Senior Reviewer - Canberra

Tony has 31 years of APS experience, most recently with DAFF's Integrity Unit and the Regional Assistance Mission to the Solomon Islands. He has extensive workplace relations and HRM experience, has managed compliance and industrial relations policy advisory sections. He was a Commonwealth Advocate for 9 years.

Alf Bock, Senior Reviewer - Perth

Alf Bock has more than 20 years experience in the public sector, working both in central and service delivery agencies. Most recently Alf was with the APSC undertaking Code of Conduct and other investigations for the Merit Protection Commissioner. Prior to that he was involved in a range of recruitment and selection practices across the APS.

Senior Reviewers are listed in the order in which they joined CPM Reviews.

KEY AREAS OF EXPERTISE

CPM Reviews has been established to provide a wide range of employment-related services to public sector Departments and Agencies. It has a number of highly skilled staff available, to provide support and assistance across a range of areas:

- **Employment Reviews**

Reviews of employment actions and decisions made within a Department or Agency.

- **Misconduct Investigations**

Undertaking investigations into complaints, grievances and allegations of suspected misconduct, including whistleblowing reports.

- **Organisational Process**

Undertaking the design, implementation or review of agency procedures for dealing with employees, managing disputes and ensuring the application of fair process and review.

- **Conduct Audit**

Undertaking an audit or assessment of agency codes of conduct.

- **Selection Processes**

Assist with the application of merit through participation in selection practices; and providing advice on the management of employee selection.

- **Workplace Relations Matters**

Other workplace investigation matters which CPM Reviews covers include reviews and audits of conduct systems, grievance and dispute handling, advice and advocacy.

Coverage and Confidentiality

CPM Reviews has experienced reviewers based in all of the main capital cities - Canberra, Adelaide, Brisbane, Melbourne and Perth. However, reviewers also work in other states according to their expertise. Reviews have also been undertaken at Australia's overseas offices in India and China.

CPM Reviews attaches high priority to the privacy and confidentiality of its clients, including of persons involved in its reviews and investigations. Strict procedures attach to the safeguarding of records and data arising from its work.

Further Enquiries

To confidentially enquire further about services from CPM Reviews, please contact Jeff Lamond on 02 6163 0500 or enquiries@cpmreviews.com.au

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