Commission Chief Executive Directive No. 05/12: Workforce Establishment Management Framework

1 Purpose:
1.1 To provide for establishment management frameworks that support service wide workforce management strategies.

2 Commencement date:
2.1 2 July 2012

3 Legislative provisions:
3.1 Public Service Act 2008 – sections 25, 46 and 53.

4 Application:
4.1 This directive applies to all chief executives and employees under the Public Service Act 2008.

5 Related information:
5.1 Sections 51 and 52 of the Public Service Act 2008 and section 687 of the Industrial Relations Act 1999 apply.

6 Directive:
6.1 Principle
   (a) Service wide workforce management strategies align with government priorities, supporting the Government’s commitment to a public service that delivers effective, efficient, and responsive services to the community.

6.2 Establishment Management Frameworks
   (a) The Commission Chief Executive may determine establishment frameworks and controls for roles in departments.

   (b) Chief executives are responsible for managing their workforce establishment within the establishment framework set by the Commission Chief Executive and in accordance with their approved budget.

   (c) The Commission Chief Executive may direct chief executives to undertake a review of role types including roles by basis of employment, results of which may include the restructure and/or rationalisation of roles and/or functions.
7 Evaluation and reporting:

7.1 Chief executives must report on the implementation of this Directive as required by the Commission Chief Executive.

Authority:

This directive is made pursuant to section 53, Public Service Act 2008.

Commission Chief Executive
Gazetted: 29 June 2012