

I have been a Public Servant for the past 9 years and would like to offer some ideas in order to change the investigation process for complaints, as follows:

- APS to have an independent **OMBUDSMAN** for any sort of investigation and complaints.
- APS MERIT **PROTECTION COMMISSION** to be *dissolved* and all investigations to be sent to an APS Ombudsman,
- The burden of proof to be made compulsory and the “ based on balance of probabilities “ escape sentence to be taken out of any decision , if no proof exists.
- To issue a sentence based on the balance of probabilities is a criminal decision that will affect a human being.
- All investigation to be truly independent and **Human Resources** not to be allowed to get involved because the role of HR is to protect the Management not to find the truth or to acknowledge that they have hired a bully or abuser and can not deal with it.
- Any investigational Body to be **independent** and no to seek Secretary’s opinion/ permission in order to investigate a complaint.
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- Senior Managers that have personal relationships with staff members , to be held accountable and the two parties not to be allowed to work in the same group / section or be involved in promotions or benefits of any kind
- As a general rule, even husband and wife should not be allowed to work in the same workplace / section.

APS needs an **INTERNAL AFFAIRS UNIT** that will **independently** investigate any issues in regards to inappropriate behaviour, breaches of the APS Code of Conduct, especially with Senior Management.

The more transparent the investigation processes the better, and the knowledge of outcome, especially with senior managers is a prerequisite for restoring faith in the APS.

More scrutiny on Senior Management actions is another requirement for stopping unwanted actions of bullying and harassment of any kind.

Regards