
Sent: Tuesday, 30 September 2008 21:01
To: White Paper
Subject: WWW Submission: 6. Personnel/Recruiting & Retention/Defence Families
[SEC=UNCLASSIFIED]

Name: No name provided

Submission: This comment is made as a private citizen, based on 10 years of personal experience in the public service.

1. Excessive work place cronyism should be rooted out. It would say the top SES officers are the biggest offenders in this regard.

As soon as a senior person gets posted, he/she bring in their own team of mates to work with him. Because they are mates, qualifications and experience does not matter. This is blocking other SES staff to progress in the queue. They get upset and move elsewhere or quit jobs. New SES guys bring in their own plan for the organisation ditching many of the previous strategies. It is a waste of tax payers money.

2. For appointing EL1 and above there is no appeal process. There is no way of challenging the appointments. This situation is subject to abuse.

Dummy i.e. pretentious job interviews are made just to satisfy the recruitment procedures.

3. Securing postings based on selection criteria and referee report is imperfect.

In my experience promotion and access to resources depend on who you know in the hierarchy.

As part of the selection process I would say formal qualifications should be recognised, intelligent or subject matter test should be introduced.

4. Procurement of services and equipments needs to be market tested each time before accepting or renewing.

There needs to be proper procedures in place to make sure we are getting value for money. Contractors and PSP's renewing contracts every few months, years on end should stop. The department is paying over the roof to these people.

There should be a strict assessment of what purchase is proposed. Make sure defence has already the capability, make sure the service/ product is tested ie fit for the purpose and so on.

5. There is a need for 360 degree feedback.

There appear to be a culture of 'do not challenge authority'. It may be ok in the military but for civilian staff they should not be able to challenge authority on incompetence, mismanagement and the like.

I can give examples for the above cases, but I do not feel comfortable writing it here.

I agree to my submission being published on the Defence website

I agree to my submission being quoted in the Community Consultation Report