

Sarah Partosh

From: Alex Scott <[REDACTED]@together.org.au>
Sent: Wednesday, 11 December 2019 5:04 PM
To: Shannon Cook
Subject: Fwd: URGENT correspondence from the Office of the Premier
Attachments: Letter to Alex Scott, Together Queensland Industrial Union of Employees 11Dec19.pdf

Alex Scott
Branch Secretary
Together Branch

From: Premier <premier@ministerial.qld.gov.au>
Sent: Wednesday, December 11, 2019 4:33:31 PM
To: Alex Scott <[REDACTED]@together.org.au>
Subject: URGENT correspondence from the Office of the Premier

Good afternoon

Please see attached correspondence.

Regards



Office of the Hon. Anastacia Palaszczuk MP
Premier of Queensland and Minister for Trade

P 07 3719 7000
1 William Street Brisbane QLD 4000
PO Box 15185 City East QLD 4002

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Please consider the environment before printing this email.



Premier of Queensland
Minister for Trade

For reply please quote: ECP/MC – TF/19/10907 – DOC/19/228487

11 DEC 2019

1 William Street Brisbane
PO Box 15185 City East
Queensland 4002 Australia
Telephone +61 7 3719 7000
Email ThePremier@premiers.qld.gov.au
Website www.thepremier.qld.gov.au

Mr Alex Scott
Secretary
Together Queensland Industrial Union of Employees
[REDACTED]@together.org.au

Dear Mr Scott

Thank you for your letter of 16 October 2019 regarding the 'Review into Queensland Public Sector Workforce Reporting' (the Coaldrake Review) and the Queensland Government's employment security policy.

The Queensland Government is committed to fostering a strong public service – one that is equipped and encouraged to provide frank and fearless advice to the government of the day and vitally, is able to deliver the essential services Queenslanders expect and deserve.

This is why my Government commissioned the Coaldrake Review into public service workforce reporting and Mr Peter Bridgman's review of employment laws, policies and procedures governing the Queensland public service titled '*A fair and responsive public service for all – Independent Review of Queensland's Public Sector Employment Laws*' (the Bridgman Review).

As raised at our recent meeting and in previous correspondence, the Together Union has a number of concerns about issues facing the Queensland public service, which I understand to be:

- the Queensland Government's Employment Security Policy and maximisation of permanent employment
- the conversion rights for temporary employees under the *Public Service Act 2008* and associated Directives
- the rights of Queensland public servants on long-term higher duties
- the use of contractors, consultants and labour-hire arrangements
- the *Code of Conduct* for the Queensland Public Service
- disciplinary and investigation processes within the Queensland public service.

It is my view that these concerns are directly or indirectly related to the issues contained in the two review reports and should be able to be addressed as part of the Queensland Government response to them.

My Government is committed to listening to the views and concerns of our workers and I am committed to working collaboratively with public servants and Together Union in considering the issues raised in these reports, with the aim of at least introducing the first tranche of any necessary legislative changes required to address the abovementioned concerns already raised by Together Union by April 2020.

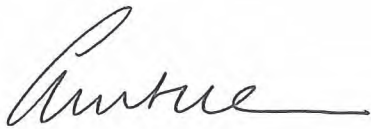
To achieve this collaborative approach, I propose the formation of a joint advisory committee with senior officers from my department's Queensland Public Sector Reform Program Management Office and relevant stakeholders, including Together Union.

This joint advisory committee will be the primary consultation mechanism for informing the Queensland Government's response to the Bridgman Review and the implementation approach for the previously released response to the Coaldrake Review. Given the timeframe being pursued, it is vital all stakeholders involved in the joint advisory committee dedicate appropriate resources to enable it to successfully work through the numerous complex issues already identified in a timely manner.

The Public Sector Reform Program Management Office is in the process of being formally established but I expect it will be in a position to contact relevant stakeholders and hold the first joint committee meeting within the next few weeks.

Again, thank you for taking the time to write to me on these important issues.

Yours sincerely



**ANNASTACIA PALASZCZUK MP
PREMIER OF QUEENSLAND
MINISTER FOR TRADE**

Released under RTI/DPS

Sarah Partosh

From: Alex Scott <[REDACTED]@together.org.au>
Sent: Tuesday, 14 January 2020 4:29 PM
To: Shannon Cook
Subject: Re:

No rush.

Thanks

Alex Scott
Branch Secretary
Together Branch

From: Shannon Cook <shannon.cook@premiers.qld.gov.au>
Sent: Tuesday, January 14, 2020 4:27:54 PM
To: Alex Scott <[REDACTED]@together.org.au>
Subject: RE:

Sure – if you can wait until the morning I can send an updated version around.
Thanks,
Shannon

From: Alex Scott <[REDACTED]@together.org.au>
Sent: Tuesday, 14 January 2020 4:13 PM
To: Shannon Cook <shannon.cook@premiers.qld.gov.au>
Subject:

Hi Shannon

Can I get an electronic copy of the hand outs from today?

We don't have easy access to a photocopier or scanner due to our recent flood damage and relocation.

Alex Scott

Branch Secretary
Together Branch

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Sarah Partosh

From: Alex Scott <Alex.Scott@together.org.au>
Sent: Friday, 21 February 2020 12:04 PM
To: Shannon Cook; [REDACTED]@awu.org.au; [REDACTED]@awu.org.au; [REDACTED]@qcu.asn.au; Graham Moloney; 'Craig Allen'; Joe Meagher; [REDACTED]@qnmu.org.au; Ayesha Allen; Rashvin
Cc: Anthony Cooke; Naomi Lee-Hong
Subject: Re: Joint Advisory Committee

Together would support postponing the JAC meeting.

Alex Scott
Branch Secretary
Together Branch

From: Shannon Cook <shannon.cook@premiers.qld.gov.au>
Sent: Friday, February 21, 2020 10:17 am
To: [REDACTED]@awu.org.au; secretary; Alex Scott; [REDACTED]@awu.org.au; [REDACTED]@qcu.asn.au; Graham Moloney; 'Craig Allen'; Joe Meagher; [REDACTED]@qnmu.org.au; Ayesha Allen; Rashvin
Cc: Anthony Cooke; Naomi Lee-Hong
Subject: RE: Joint Advisory Committee

Hi Everyone,

We don't have any change/update in position since we met this week so I am proposing that we postpone the JAC next Tuesday.

The next meeting would then be Tuesday the 10th of March. Can you let me know by 4pm today if there any objections otherwise I will send through a cancellation.

Thanks,
Shannon

-----Original Appointment-----

From: Shannon Cook
Sent: Wednesday, 18 December 2019 10:37 AM
To: Shannon Cook; [REDACTED]@awu.org.au; [REDACTED]@together.org.au; 'Alex Scott' ([REDACTED]@together.org.au); [REDACTED]@awu.org.au; [REDACTED]@qcu.asn.au; 'Graham Moloney'; 'Craig Allen'; Joe Meagher; [REDACTED]@qnmu.org.au; Ayesha Allen; Rashvin
Cc: Mark Raguse; Kate Flanders; Anthony Cooke; Naomi Lee-Hong
Subject: Joint Advisory Committee

When: Tuesday, 25 February 2020 10:00 AM-12:00 PM (UTC+10:00) Brisbane.

Where: Boardroom, Level 5, 16 Peel Street, South Brisbane

Hi all – as discussed this is the time set aside for fortnightly Joint Advisory Committee meetings.

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Sarah Partosh

From: Alex Scott <[REDACTED]@together.org.au>
Sent: Wednesday, 5 February 2020 8:29 AM
To: Shannon Cook
Subject: RE: Special Commissioner - Equity & Diversity

I have an email from Beth confirming their support for Kate.

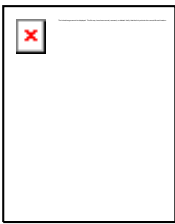
I have followed up with her this morning.

Alex

From: Shannon Cook <shannon.cook@premiers.qld.gov.au>
Sent: Wednesday, 5 February 2020 7:51 AM
To: Alex Scott <[REDACTED]@together.org.au>
Subject: Re: Special Commissioner - Equity & Diversity

Hi Lorin B from QNMU has sent through a different nomination. Can you advise please?

Thanks and Kind Regards,



Shannon Cook
Deputy Commissioner
Public Sector Reform Office
Department of the Premier and Cabinet

P 07 3003 9430 M [REDACTED]
E shannon.cook@premiers.qld.gov.au

Level 29, [1 William Street, Brisbane QLD 4000](#)

On 4 Feb 2020, at 10:50 am, Alex Scott <[REDACTED]@together.org.au> wrote:

Hi Shannon

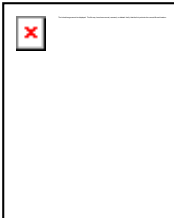
Kate's nomination is also supported by the UFU and the QNMU.

Alex Scott
Branch Secretary
Together Branch

From: Shannon Cook <shannon.cook@premiers.qld.gov.au>
Sent: Monday, February 3, 2020 6:25:45 PM
To: Alex Scott <[REDACTED]@together.org.au>
Subject: Re: Special Commissioner - Equity & Diversity

Thanks Alex - I'll give the preliminary view to the PSC.

Thanks and Kind Regards,



Shannon Cook
Deputy Commissioner
Public Sector Reform Office
Department of the Premier and Cabinet

P [07 3003 9430](tel:0730039430) **M** [REDACTED]
E shannon.cook@premiers.qld.gov.au

Level 29, [1 William Street, Brisbane QLD 4000](#)

On 3 Feb 2020, at 6:09 pm, Alex Scott <[REDACTED]> together.org.au wrote:

Hi Shannon

Together is nominating our Assistant Branch Secretary Kate Flanders for this selection panel.

This nomination is supported by the QTU and UWU.

I will confirm ASAP if this nomination is supported by the other unions.

Alex Scott
Branch Secretary
Together Branch

From: Shannon Cook <shannon.cook@premiers.qld.gov.au>

Sent: Tuesday, January 28, 2020 3:44 pm

To: Alex Scott; Graham Moloney; [REDACTED]@qcu.asn.au;

[REDACTED]@awu.org.au; Lorin Booth; John Oliver; Anthony Cooke

Cc: Vonnie Semple; 'Craig Allen'; Ayeesha Allen; Joe Meagher; Naomi Lee-Hong

Subject: Special Commissioner - Equity & Diversity

Dear JAC Stakeholders,

Please find attached the final approved copy of the Special Commissioner, Equity and Diversity. Thank you very much for your feedback.

As we discussed, can you please come back to me (collectively or individually) with any nomination that you may have for a potential external selection panel member for this role.

The PSC Commission Chief Executive is convening this panel. I will forward this to him for consideration.

It would be great if we could get something back by COB next Tuesday please - much appreciated.

Kind Regards,

<image003.png>

Shannon Cook
Deputy Commissioner
Public Sector Reform Office
Department of the Premier and Cabinet

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Released under RTI/DPIC

Sarah Partosh

From: Alex Scott <[REDACTED]@together.org.au>
Sent: Tuesday, 4 February 2020 10:51 AM
To: Shannon Cook
Subject: Re: Special Commissioner - Equity & Diversity

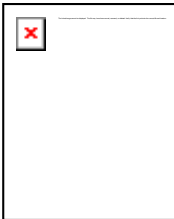
Hi Shannon

Kate's nomination is also supported by the UFU and the QNMU.

Alex Scott
Branch Secretary
Together Branch

From: Shannon Cook <shannon.cook@premiers.qld.gov.au>
Sent: Monday, February 3, 2020 6:25:45 PM
To: Alex Scott [REDACTED]@together.org.au>
Subject: Re: Special Commissioner - Equity & Diversity
Thanks Alex - I'll give the preliminary view to the PSC.

Thanks and Kind Regards,



Shannon Cook
Deputy Commissioner
Public Sector Reform Office
Department of the Premier and Cabinet

P 07 3003 9430 M [REDACTED]
E shannon.cook@premiers.qld.gov.au

Level 29, [1 William Street, Brisbane QLD 4000](#)

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Hi Shannon

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Branch Secretary
Together Branch

From: Shannon Cook <shannon.cook@premiers.qld.gov.au>
Sent: Tuesday, January 28, 2020 3:44 pm
To: Alex Scott; Graham Moloney; [REDACTED]@qcu.asn.au'; [REDACTED]@awu.org.au; Lorin Booth; John Oliver; Anthony Cooke
Cc: Vonnie Semple; 'Craig Allen'; Ayesha Allen; Joe Meagher; Naomi Lee-Hong
Subject: Special Commissioner - Equity & Diversity
Dear JAC Stakeholders,

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It would be great if we could get something back by COB next Tuesday please - much appreciated.

Kind Regards,

<image003.png>

Shannon Cook

Deputy Commissioner

Public Sector Reform Office

Department of the Premier and Cabinet

P 07 3003 9430 M [REDACTED]

E shannon.cook@premiers.qld.gov.au

Level 29, 1 William Street, Brisbane QLD 4000

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Sarah Partosh

From: Alex Scott <[REDACTED]@together.org.au>
Sent: Monday, 3 February 2020 6:10 PM
To: Shannon Cook
Subject: Re: Special Commissioner - Equity & Diversity

Hi Shannon

Together is nominating our Assistant Branch Secretary Kate Flanders for this selection panel.

This nomination is supported by the QTU and UWU.

I will confirm ASAP if this nomination is supported by the other unions.

Alex Scott
Branch Secretary
Together Branch

From: Shannon Cook <shannon.cook@premiers.qld.gov.au>
Sent: Tuesday, January 28, 2020 3:44 pm
To: Alex Scott; Graham Moloney; [REDACTED]@qcu.asn.au'; [REDACTED]@awu.org.au; Lorin Booth; John Oliver; Anthony Cooke
Cc: Vonnie Semple; 'Craig Allen'; Ayesha Allen; Joe Meagher; Naomi Lee-Hong
Subject: Special Commissioner - Equity & Diversity

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Kind Regards,



**Queensland
Government**

Shannon Cook
Deputy Commissioner
Public Sector Reform Office
Department of the Premier and Cabinet

P 07 3003 9430 M [REDACTED]
E shannon.cook@premiers.qld.gov.au
Level 29, 1 William Street, Brisbane QLD 4000

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Sarah Partosh

From: Alex Scott <[REDACTED]@together.org.au>
Sent: Wednesday, 29 January 2020 10:40 AM
To: Shannon Cook
Subject: Re: UPDATED - PSRO Workshop Schedule

Hi Shannon

Together will be nominating two representatives for the workshops.

We will have Ken McKay attend all the workshops to provide a consistent understanding of the process and outcomes.

Michael Thomas will also attend the employment security workshop in addition to Ken.

Alex Smith will also attend the other two workshops in addition to Ken.

Alex Scott
Branch Secretary
Together Branch

From: Shannon Cook <shannon.cook@premiers.qld.gov.au>
Sent: Tuesday, January 28, 2020 3:34:36 PM
To: Alex Scott <[REDACTED]@together.org.au>; [REDACTED]@qtu.asn.au; [REDACTED]@qcu.asn.au'
[REDACTED]@qcu.asn.au; [REDACTED]@awu.org.au [REDACTED]@awu.org.au; Lorin Booth
[REDACTED]@qnmu.org.au; John Oliver <[REDACTED]@ufuq.com.au>; Anthony Cooke [REDACTED]@ufuq.com.au>
Cc: Vonnie Semple <[REDACTED]@qnmu.org.au>; 'Craig Allen' <Craig.Allen@oir.qld.gov.au>
Subject: RE: UPDATED - PSRO Workshop Schedule

Hi everyone – as committed to at JAC please find below the information in relation to workshops.

Please send through your nominations asap as per the original email.



**Queensland
Government**

Shannon Cook
Deputy Commissioner
Public Sector Reform Office
Department of the Premier and Cabinet
P 07 3003 9430 M [REDACTED]
E shannon.cook@premiers.qld.gov.au
Level 29, 1 William Street, Brisbane QLD 4000

From: Shannon Cook
Sent: Friday, 24 January 2020 9:21 AM
To: 'Alex Scott' ([REDACTED]@together.org.au) [REDACTED]@together.org.au; Graham Moloney [REDACTED]@qtu.asn.au;
[REDACTED]@qcu.asn.au' [REDACTED]@qcu.asn.au; [REDACTED]@awu.org.au; Lorin Booth [REDACTED]@qnmu.org.au>
Cc: Vonnie Semple [REDACTED]@qnmu.org.au; 'Craig Allen' <Craig.Allen@oir.qld.gov.au>
Subject: UPDATED - PSRO Workshop Schedule

Dear JAC – please see below dates and times for Working Group Workshops around subject matter for the next fortnight.

I am currently coordinating with Agencies for their representatives. Can you please let Ayesha know at your earliest convenience which Union reps you would like to attend and any dietary requirements for catering.

I am keeping it limited to 8 reps for Unions and 8 for Agencies for each workshop.

Public Sector Reform Office Workshop – Schedule

Date	Time	Workshop	Location
30 January	10 am to 4 pm	Basis of Employment, Security, Permanency – <i>option 1</i>	Room 28.02, Level 28 1 William Street
31 January	10 am to 4 pm	Investigations, Discipline, Grievances – <i>option 1</i>	Room 28.02, Level 28 1 William Street
3 February	10 am to 4 pm	Positive Performance, Development, Employee Wellbeing – <i>option 1</i>	Room 5.02, Level 5 1 William Street
4 February	10 am to 4 pm	Basis of Employment, Security, Permanency – <i>option 2</i>	Meeting Two, Level 41 1 William Street
5 February	10 am to 4 pm	Investigations, Discipline, Grievances – <i>option 2</i>	Room 26.02, Level 26 1 William Street
6 February	10 am to 4 pm	Positive Performance, Development, Employee Wellbeing – <i>option 2</i>	Room 28.02, Level 28 1 William Street
7 February	10 am to 4 pm	TBC – For further necessary discussions	Room 28.02, Level 28 1 William Street
10 February	10 am to 4 pm	TBC – For further necessary discussions	Room 27.02, Level 27 1 William Street

Thanks,



Ayesha Allen
Project Coordinator
Public Sector Reform Office
Department of the Premier and Cabinet

P 07 3003 9086 M [REDACTED]
Level 29, 1 William Street, Brisbane QLD 4000
PO Box 15185, City East, QLD 4002

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Released under RTI - DPIC

Sarah Partosh

From: Alex Scott <[REDACTED]@together.org.au>
Sent: Monday, 9 March 2020 10:07 AM
To: Shannon Cook

Hi Shannon

An urgent Corona briefing has been called by the Health Minister tomorrow morning.

I will need to attend this and will not be able to attend the JAC tomorrow.

I would suggest deferring the JAC meeting.

Alex Scott
Branch Secretary
Together Branch

Released under RTI - DPC

Sarah Partosh

From: Alex Scott <[REDACTED]@together.org.au>
Sent: Wednesday, 29 January 2020 11:10 AM
To: Shannon Cook
Cc: Alex Smith; Ken McKay; Michael Thomas

Hi Shannon

Our office is moving accommodation today so contacting our people by phone may be difficult.

I have cc the three staff who will be attending the workshops into this email so you have their email addresses.

Alex Scott
Branch Secretary
Together Queensland
[REDACTED]

Released under RTI - DPC

Sarah Partosh

From: Alex Scott <[REDACTED]@together.org.au>
Sent: Tuesday, 14 January 2020 4:13 PM
To: Shannon Cook

Hi Shannon

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We don't have easy access to a photocopier or scanner due to our recent flood damage and relocation.

Alex Scott
Branch Secretary
Together Branch

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