

# Public service appeals report

2019–20





## Public service appeals annual report 2019–20

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For more information contact:

Name of branch/division/unit, Public Service Commission, PO Box 15190, City East, Brisbane QLD 4002, email [commission.psc@psc.qld.gov.au](mailto:commission.psc@psc.qld.gov.au), phone (07) 3003 2800.

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The Honourable Anastacia Palaszczuk MP

Premier of Queensland and

Minister for Trade

Level 40

1 William Street

BRISBANE QLD 4000

Dear Premier

I am pleased to submit the annual report on public service appeals for the 2019–20 financial year.

The *Public Service Act 2008* (PS Act) enables employees to seek external review of certain employment decisions through the lodgement of a public service appeal with the Queensland Industrial Relations Commission (QIRC). In 2019–20, appeals were heard and determined by independent Industrial Relations Commission members, as provided by section 88C of the PS Act.

This report has been prepared in compliance with section 218C of the PS Act, and provides information on appeals started, lapsed, withdrawn and decided during the 2019–20 financial year. The report also outlines the legislative and policy changes that may have impacted public service appeals during this period.

Due to amendments to the *Public Service Act 2008* commencing on 14 September 2020, appeals will now be heard by the QIRC under the *Industrial Relations Act 2016* rather than the *Public Service Act 2008*.

Consequently, appeals data for 2020–21 onwards will be in the Annual Report of the President of the Industrial Court of Queensland, including the Queensland Industrial Relations Commission.

Should you require any further information about a matter mentioned in this report, I am happy to assist.

Yours sincerely

Robert Setter

**Commission Chief Executive**

**Public Service Commission**



# Public service appeals system

## Brief history

The public service appeal system, established under the [Public Service Act 2008](#) (PS Act), provides an avenue for Queensland public service employees to seek an external review of certain employment decisions that affect them.

Appeal rights operate in addition to other external review processes, including those provided for in the [Industrial Relations Act 2016](#). This promotes integrity, accountability, and ethical and equitable work practices and decisions in the public service.

Appeal rights in their current form can be traced back to the now repealed [Public Sector Management Commission Act 1990](#) and have been heard and decided by various bodies and officers since that time<sup>1</sup>, as set out in Table 1.

**Table 1 Jurisdiction to hear and decide public service appeals**

Date	Officer/body with jurisdiction to hear and decide public service appeals
1 July 2012 – 30 June 2020	Industrial Relations Commission members (previously appeals officers) who are members of the Queensland Industrial Relations Commission hear appeals under the <i>Public Service Act 2008</i> .
1 November 2010 – 30 June 2012	Appeals made to the Public Service Commissioner (who delegated power under the legislation to appropriately qualified public service employees to hear and decide appeals of public service employees).
1996 – 2010	Commissioner for Public Sector Equity or the Classification Review Tribunal
1990 – 1996	Commissioner for Public Sector Equity or the Classification Review Tribunal

## Appeal framework and categories

Chapter 7 of the PS Act provides the framework for appeals, setting out categories of appeal, establishing criteria for eligibility to appeal, and specifying the functions of the QIRC members and their decision-making authority.

In the reporting period, appeals could be lodged about eight types of decisions:

- a decision to take, or not to take, action under a directive
- a decision under a disciplinary law to discipline
- a decision to promote a public service officer (a promotion decision)
- a decision to transfer a public service officer (a transfer decision)

<sup>1</sup> Amendments to the PS Act, passed on 14 September 2020, provide that public service appeals will now be heard by the Queensland Industrial Relations Commission (QIRC) under the *Industrial Relations Act 2016* rather than the PS Act.

References to the PS Act, directives and appeals contained in this report refer to the PS Act and directives in place prior to these amendments.

- a decision under section 149 that a temporary employee's employment in a department is to continue as a temporary employee (a temporary employment decision)
- a decision under section 149A that the employment of a casual employee in a department is to continue as a casual employee (a casual employment decision)
- a decision a public service employee believes is unfair or unreasonable (a fair treatment decision)
- a decision about anything else which another Act allows a person to appeal<sup>2</sup>.

The QIRC administers the public service appeals function.

The [Appeals Guide](#) sets out an overview of procedures that the QIRC will usually adopt in managing public service appeals.

## Contextual factors

A significant increase in appeals has occurred since 2017–18. These increases coincide with reforms in March 2017 following 'A review of the industrial relations framework in Queensland: A Report of the Industrial Relations Legislative Reform Reference Group December 2015' (IR Reform Report) including:

- the creation of casual employment appeals
- the reinstatement of fair treatment appeals
- [Directive 2/17: Managing employee complaints](#)
- a new [Directive 8/17: Temporary Employment](#) replacing the directive made in 2010.

This trend has continued in 2019–20 where the number of overall appeals lodged increased 26 per cent from 2018–19, as set out below.

## 2019–20 appeals

### Overview

During the 2019–20 financial year, 283 appeals were lodged<sup>3</sup> and 252 appeals were finalised<sup>4</sup> (see Chart 1). This was an increase of 26 per cent from 2018–19 with 225 appeals lodged. Of the appeals finalised, 51 appeals (20 per cent) were allowed, consistent with the previous reporting period.

Of the 252 finalised appeals, 97 (38 per cent) related to temporary employment decisions. This was an increase of four appeals from the 2018–19 reporting period, suggesting the number of temporary employment appeals has stabilised following the introduction of [Directive 8/17](#).

<sup>2</sup> For example, certain actions/decisions made under the *Public Interest Disclosure Act 2010* can be appealed.

<sup>3</sup> This includes 71 appeals lodged during 2019–20 but not finalised during the year and excludes two appeals lodged relating to city councils.

<sup>4</sup> This includes 40 appeals lodged during 2018–19 but finalised in 2019–20.

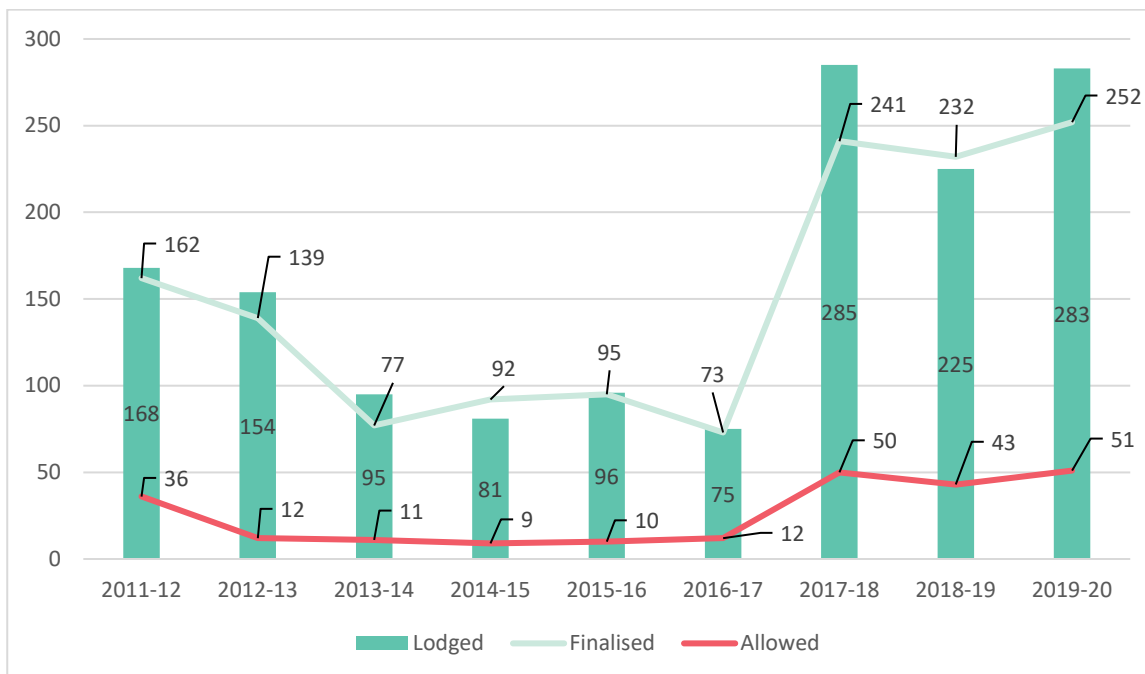
Although casual employment appeal decisions represented only 10 per cent of appeals finalised in 2019–20, the number of casual employment appeals in 2019–20 increased by 63 per cent compared to 2018–19 (from 16 in 2018–19 to 26 in 2019–20). Decisions under a directive also increased 59 per cent (from 9 in 2018–19 to 14 in 2019–20).

Fair treatment appeals in 2019–20 increased by 31 per cent from 42 (2018–19) to 55 appeals. This increase over consecutive years can most likely be attributed to heightened employee awareness of the new appeal right, reinstated in 2017.

There was a decrease in promotion appeals in 2019–20, down 55 per cent (from 22 in 2018–19 to 10 in 2019–20).

No new directives directly affecting appeal rights were introduced during the 2019–20 reporting period.

**Chart 1: Appeals lodged, finalised and allowed (2011–12 to 2019–20)**



The time from lodgement to finalisation of appeals in 2019–20 remained stable, with an average of 50 days (51 day average recorded in 2018–19). During 2019–20, 16 matters took over 100 days to finalise (a decrease from 27 in 2018–19). One matter commenced in 2018–19 was carried over to 2020–21.

## Achievements and priorities

During 2019–20, the Public Service Commission (PSC) continued its focus on improving capability in public sector employment decision-making. Improved capability in decision-making directly contributes to improved outcomes for employees in employment decisions across the sector and reductions in the number of allowed appeals.

The key PSC focus areas in 2019–20 include:

### Sound decision-making

A particular focus was on supporting human resources (HR) professionals with the impacts of the COVID-19 pandemic on decisions impacting employees through PSC's [Pandemic Plus webinar series](#). The PSC continued to support high-quality decision-making through:

- publishing [notable cases](#) summaries on key decisions
- advice to managers and HR practitioners on the application of public service legislation, directives, best practice HR and on prompt management and resolution of conduct and performance issues via the [CaPE and HR Assist advisory service](#)
- updating frequently asked questions on temporary employment and delivery of workshops and webinars for HR professionals about conduct and performance matters
- aligning public service legislation, policy and directives with human rights obligations under the *Human Rights Act 2019* and raising awareness of human rights via PSC's sector wide eNewsletter
- managing the Community of Practice for Ethical Behaviour (CoPEB) to share best practice approaches to ethics matters, enabling agency members to work together to solve issues, develop capability and model behaviour.

### Improving managerial capability

Programs led by the PSC in 2019–20 to improve managerial capability in HR practitioners, team leaders, program leaders and executives across the sector included:

- [LEAD4QLD](#) – The leadership excellence assessment and development initiative had 1463 public sector employees from 25 participating agencies gain insights into their leadership strengths and development areas
- Strategic Workforce Council partnership developed and delivered innovative approaches to grow and strengthen the capability of the public sector's HR practitioners
- Advice to managers based on public sector policy, legislation and best practice HR via the CaPE and HR Assist advisory service
- Targeted capability, development and coaching programs (including the Competency Compass online tool, Australian and New Zealand School of Government (ANZSOG) scholarships for senior leaders and senior executives and Public Sector Management Program scholarships for equality of employment opportunity target groups)
- Partnerships with the Institute of Public Administration Queensland, ANZSOG, Australian Institute of Management (AIM) and the Queensland University of Technology to deliver training, development, coaching and masterclasses to enhance leadership capability.

## Appeals by category

This section of the report provides information on the finalised appeals, lapsed, withdrawn and decided for each appeal category under the PS Act during the 2019–20 financial year. A breakdown of appeal decisions per appeal category and agency are provided in the Appendices.



## Appeals against temporary decisions

Under section 149 of the PS Act, the employment of a temporary employee must be reviewed to determine whether the employee should continue as a temporary employee or be converted to tenured (permanent) status. An initial review is required after two years in the same or substantially the same role, then every year thereafter. Section 194(1)(e) of the PS Act allows a temporary employee to appeal against a decision to continue their employment on a temporary basis.

Temporary employment decisions continue to represent the highest proportion of public service appeals with 97 appeals finalised<sup>5</sup> in 2019–20. This represents 38 per cent of all appeals finalised in 2019–20 and is consistent with the previous year – 93 appeals constituting 40 per cent of all appeals.

Table 2 outlines the number of appeals lodged in 2019–20 under section 194(1)(e) in comparison to previous years. Thirty-two appeals under this category were lodged but not finalised during this period. A breakdown of appeals under section 194(1)(e) by agency is outlined in **Appendix A**.

**Table 2: Finalised appeals against temporary employment decisions**

Year	Allowed	Dismissed	Lapsed	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
<b>2019–20</b>	<b>23</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>52</b>	<b>0</b>	<b>97</b>
2018–19	21	36	1	2	0	33	0	93
2017–18	35	41	1	2	33	31	3	146
2016–17	0	0	0	0	0	0	0	0
2015–16	0	0	0	0	0	0	0	0
2014–15	1	0	0	1	0	1	0	3

## Appeals against fair treatment decisions

Fair treatment is the second highest category of appeals in 2019–20. Fair treatment appeals allow an employee to appeal a decision they believe is unfair and unreasonable such as suspension without pay. Section 195(3A) of the PS Act limits the decisions that cannot be the subject of fair treatment appeals, however as it is a general appeal right this appeal has a wide scope.

As outlined in Table 3, 55 fair treatment decision appeals were finalised during 2019–20, a 31 per cent increase from 42 finalised decisions in the 2018–19 reporting period. This increase may be the result of employee awareness of the new appeal right, as the appeal category was reinstated in 2017.

<sup>5</sup> This includes nine appeals against a temporary employment decision lodged in 2018–19 but finalised in 2019–20.

Fifteen appeals under this category were lodged but not finalised during 2019–20. A breakdown of fair treatment appeals per agency is outlined in **Appendix B**.

**Table 3: Finalised appeals against fair treatment decisions**

Year	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Withdrawn	No jurisdiction	Total
2019–20	8	30	1	2	0	14	0	55
2018–19	10	18	0	0	2	8	4	42
2017–18	2	14	0	0	0	6	2	24
2016–17	0	0	0	0	1	1	0	2

## Appeals against discipline decisions

Section 194(1)(b) of the PS Act provides that an employee may lodge an appeal against a decision under disciplinary law to discipline.

The total number of discipline appeals remained relatively stable with 42 appeals finalised in 2019–20<sup>6</sup> compared with 45 in 2018–19. Table 4 sets out the outcomes of discipline appeals. Thirteen appeals under this category were lodged but not finalised in 2019–20. A breakdown of discipline appeals per agency is outlined in **Appendix C**.

**Table 4: Finalised appeals against discipline decisions**

Year	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
2019–20	10	24	0	1	0	1	6	0	42
2018–19	8	26	1	0	1	0	5	4	45
2017–18	8	14	0	0	1	4	5	0	32
2016–17	10	13	0	1	3	4	9	0	40
2015–16	8	15	2	0	11	0	21	0	57
2014–15	6	24	2	2	5	0	14	0	53

<sup>6</sup> This includes 11 appeals against disciplinary decisions filed in 2018–19 but finalised in 2019–20.

## Appeals against casual employment decisions

Section 194(1)(ea) of the PS Act allows a casual employee to appeal against a decision to continue their employment on a casual basis. This appeal category was introduced in March 2017 in response to the recommendations from the IR Reform Report. A one-year transition period applied to this appeal category which meant that casual employment appeals could only be made from 1 March 2018.

As outlined in Table 5, there were 26 appeals against casual employment decisions finalised in 2019–20<sup>7</sup>, a 63 per cent increase from the previous year (16). This represents the third full financial year period of the appeal category and directive being in place.

Six appeals under this category were lodged but not finalised during 2019–20. A breakdown of appeals per agency is outlined in **Appendix D**.

**Table 5: Finalised appeals against casual employment decisions**

Year	Allowed	Dismissed	No right of appeal	Withdrawn	No jurisdiction	Total
2019–20	6	1	0	19	0	26
2018–19	0	8	0	7	1	16
2017–18	3	4	0	11	1	19
2016–17	0	0	1	1	0	2

## Appeals against decisions under a directive

Section 194(1)(a) of the PS Act allows an aggrieved employee to lodge an appeal against a decision to take or not take action under a directive. Directives under the PS Act are binding instruments issued by the Commission Chief Executive of the Public Service Commission or the Industrial Relations Minister under section 53 and 54 respectively.

In 2019–20, 14 appeals were finalised under this appeal category, up from nine appeals in 2018-19. The outcomes of the appeals are set out in Table 6. All appeals under this category were lodged and finalised during 2019–20. A breakdown of appeals for this category per agency is at **Appendix E**.

<sup>7</sup> This includes four appeals against casual employment decisions lodged in 2018–20 but finalised in 2019–20.

**Table 6: Finalised appeals against decisions under a directive**

Year	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
2019–20	1	7	1	1	1	0	2	1	14
2018–19	1	3	1	0	0	0	4	0	9
2017–18	0	1	0	0	0	1	0	0	2
2016–17	0	1	0	1	5	1	2	0	10
2015–16	2	6	0	0	4	0	0	0	12
2014–15	0	1	1	0	1	0	2	0	5

## Appeals against promotion decisions

Section 194(1)(c) of the PS Act allows an employee to lodge an appeal against a promotion decision. A promotion decision is the appointment of an existing permanent public service employee to a higher classification level. To appeal, the employee must be a public service officer (a tenured employee) who applied for the position in question by the time the application process closed.

There were 10 appeals against a promotion decision finalised in 2019–20<sup>8</sup>, as shown in Table 7. This was a decrease of 55 per cent from the 22 appeals finalised in the 2018–19 reporting period. Four appeals under this category were lodged but not finalised during 2019–20. A breakdown of appeals against promotion decisions by agency is outlined in **Appendix F**.

<sup>8</sup> Including one promotion decision appeal lodged in 2018–19 but finalised in 2019–20.

**Table 7: Finalised appeals against promotion decisions**

Year	Allowed	Dismissed	Lapsed	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
2019–20	3	6	0	0	0	1	0	10
2018–19	2	13	0	2	0	2	3	22
2017–18	2	3	0	0	2	3	0	10
2016–17	2	7	0	2	0	6	0	17
2015–16	0	9	1	2	0	9	0	21
2014–15	0	9	1	8	0	1	0	19

## Appeals against transfer decisions

Section 194(1)(d) of the PS Act allows an employee to lodge an appeal against a decision to transfer the employee. A transfer occurs where an employee remains engaged at the same classification level but is directed to undertake different duties and/or at a different location.

Four appeals against transfer decisions were finalised in 2019–20, consistent with transfer appeals in the previous year (3 appeals). Table 8 sets out the outcomes of the transfer appeals. All transfer appeals in 2019–20 were finalised. A breakdown of transfer appeals by agency is outlined in **Appendix G**.

**Table 8: Finalised appeals against transfer decisions**

Year	Allowed	Dismissed	No right of appeal	Negotiated settlement	Withdrawn	Total
2019–20	0	2	0	0	2	4
2018–19	1	1	0	0	1	3
2017–18	0	3	0	1	2	6
2016–17	0	2	0	0	1	3
2015–16	0	3	0	0	0	3
2014–15	2	2	1	0	4	9

## Appeals against decisions under another Act

Section 194(1)(f) of the PS Act allows an appeal to be made about anything else against which another Act allows a person to appeal.

Two appeals against a decision under another Act were finalised during 2019–20<sup>9</sup>. As outlined in Table 9, appeals against decisions under another Act are infrequent, consistent with previous years. A breakdown of this appeal category by agency is at **Appendix H**.

**Table 9: Finalised appeals against decisions under another Act**

Year	Allowed	Dismissed	Lapsed	Withdrawn	No jurisdiction	Total
2019–20	0	1	0	1	0	2
2018–19	0	1	0	1	0	2
2017–18	0	1	0	0	0	1
2016–17	0	1	0	0	0	1
2015–16	0	0	0	0	0	0
2014–15	0	0	0	0	0	0

<sup>9</sup> This includes one appeal against decision in another Act lodged in 2018–19 but finalised in 2019–20.

## Appendices

### Appendix A

Appeals against temporary employment decisions finalised 2019/20								
Agency	Allowed	Dismissed	Lapsed	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
Department of Education	3	4				14		21
Department of Agriculture and Fisheries	1							1
Sunshine Coast Hospital and Health Service	3	6				6		15
Department of Health, ehealth						3		3
Department of Environment and Science	1	1				1		3
West Moreton Hospital and Health Service						1		1
Metro South Hospital and Health Service	1					6		7
Metro North Hospital and Health Service	2	4				2		8
Department of Transport and Main Roads		1						1
Health Support Queensland	1				1	1		3
Queensland Curriculum and Assessment Authority		1						1
Gold Coast Hospital and Health Service	1	1				3		5
Public Safety Business Agency	1							1
Department of Housing and Public Works						5		5
Queensland Reconstruction Authority		1				1		2
Cairns and Hinterland Hospital and Health Service						4		4
Department of Health	3					3		6
Department of Communities, Disability Services and Seniors		1						1
Queensland Museum Network						1		1
Queensland Police Service	3	1						4
Department of State Development, Manufacturing, Infrastructure and Planning	1							1
Children's Health Queensland Hospital and Health Service	1							1
Department of Child Safety, Youth and Women	1					1		2
<b>Total appeals against temporary employment decisions</b>	<b>23</b>	<b>21</b>			<b>1</b>	<b>52</b>		<b>97</b>

## Appendix B

Appeals against fair treatment decisions finalised 2019/20									
Agency	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
Metro South Hospital and Health Service	2	2					2		6
Sunshine Coast Hospital and Health Service		2							1
Health Support Queensland	1						3		3
Department of Health		4					1		3
Department of Education		8					2		6
Cairns and Hinterland Hospital and Health Service	1						2		3
Metro North Hospital and Health Service							1		1
Wide Bay Hospital and Health Service	1	1							2
Department of Environment and Science		1		1					2
Queensland Corrective Services		1							1
Department of State Development, Manufacturing, Infrastructure and Planning		1							1
Department of Natural Resources, Mines and Energy		1							1
Gold Coast Hospital and Health Service		1							1
Department of Health, eHealth		3							3
Department of Child Safety, Youth and Women		1							1
West Moreton Hospital and Health Service		1							1
Mackay Hospital and Health Service	1								1
Department of Agriculture and Fisheries		1					1		2
Public Safety Business Agency			1						1
Department of Youth Justice		1							1
Central Queensland Hospital and Health Service							1		1
Department of Housing and Public Works		1							1
Townsville Hospital and Health Service	1								1



Appeals against fair treatment decisions finalised 2019/20									
Agency	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
Queensland Building and Construction Commission							1		1
Department of Communities, Disability Services and Seniors	1								1
Queensland Fire and Emergency Services				1					1
<b>Total appeals against fair treatment decisions</b>	<b>8</b>	<b>30</b>	<b>1</b>	<b>2</b>			<b>14</b>		<b>55</b>

## Appendix C

Appeals against discipline decisions finalised 2019/20									
Agency	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
West Moreton Hospital and Health Service	2	2					1		5
Metro South Hospital and Health Service		5							5
Townsville Hospital and Health Service		1							1
Department of Education		2					1		3
Department of Corrective Services	2			1					3
Department of Transport and Main Roads		2							2
Cairns and Hinterland Hospital and Health Service	2								2
Gold Coast Hospital and Health Service		1							1
Department of Natural Resources, Mines and Energy		1							1
Wide Bay Hospital and Health Service						1			1
Department of Communities, Disability Services and Seniors		3							3
Queensland Ambulance Service		2					1		3
Metro North Hospital and Health Service		1							1
Department of Environment and Science	3						1		4
Department of Agriculture and Fisheries		1							1

Appeals against discipline decisions finalised 2019/20									
Agency	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
Queensland Fire and Emergency Services	1	1					1		3
Department of State Development, Manufacturing, Infrastructure and Planning		1							1
Department of Child Safety, Youth and Women		1							1
Department of Health							1		1
<b>Total appeals against discipline decisions</b>	<b>10</b>	<b>24</b>		<b>1</b>		<b>1</b>	<b>6</b>		<b>42</b>

## Appendix D

Appeals against casual employment decisions finalised 2019/20									
Agency	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
Cairns and Hinterland Hospital and Health Service							2		2
Sunshine Coast Hospital and Health Service		1					7		8
Gold Coast Hospital and Health Service	3						1		4
Central Queensland Hospital and Health Service							1		1
Metro South Hospital and Health Service							1		1
Department of Communities, Disability Services and Seniors	1								1
Wide Bay Hospital and Health Service	2						7		9
<b>Total appeals against casual employment decisions</b>	<b>6</b>	<b>1</b>					<b>19</b>		<b>26</b>

## Appendix E

Appeals against decision under a directive finalised 2019/20									
Agency	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
Department of Communities, Disability Services and Seniors			1						1
West Moreton Hospital and Health Service		1							1
Department of Education		4			1			1	6
Department of Corrective Services		1							1
Sunshine Coast Hospital and Health Service							1		1
Queensland Police Service		1							1
Department of Transport and Main Roads				1					1
Department of Natural Resources and Mines							1		1
Darling Downs Hospital and Health Service	1								1
<b>Total appeals against decisions under a directive</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>1</b>		<b>2</b>	<b>1</b>	<b>14</b>

## Appendix F

Appeals against promotion decisions finalised 2019/20									
Agency	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
Department of Agriculture and Fisheries		1							1
Department of Transport and Main Roads		1							1
Queensland Police Service		2							2
Department of Housing and Public Works		2							2
Queensland Corrective Services	1								1
Department of Education	1								1
Department of Health, eHealth							1		1
Department of Child Safety, Youth and Women	1								1
<b>Total appeals against promotion decisions</b>	<b>3</b>	<b>6</b>					<b>1</b>		<b>10</b>

## Appendix G

Appeals against transfer decisions finalised 2019/20									
Agency	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
Department of Communities, Disability Services and Seniors		1							1
Gold Coast Hospital and Health Service							1		1
Department of Justice and Attorney-General		1							1
Queensland Ambulance Service							1		1
<b>Total appeals against transfer decisions</b>		<b>2</b>					<b>2</b>		<b>4</b>

## Appendix H

Appeals against decision under another Act finalised 2019/20									
Agency	Allowed	Dismissed	Lapsed	Declined to hear	No right of appeal	Negotiated settlement	Withdrawn	No jurisdiction	Total
West Moreton Hospital and Health Service							1		1
Department of Justice and Attorney-General		1							1
<b>Total appeals against decisions under another Act</b>		<b>1</b>					<b>1</b>		<b>2</b>

Level 27, 1 William Street

Brisbane QLD 4000

(07) 3003 2800

[commission.psc@psc.qld.gov.au](mailto:commission.psc@psc.qld.gov.au)



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