



Graeme Henderson - Senior Reviewer - Canberra

Over an APS career spanning some 37 years Graeme had extensive experience in the provision of confidential advice to senior executives of agencies such as Centrelink, the Department of the Prime Minister and Cabinet, the Australian Taxation Office and the Department of Parliamentary Services in relation to a range of the more sensitive human resource and employee relations matters - including code of conduct, industrial disputes and large-scale redundancies. Graeme has also had a great deal of experience in managing significant organisational change from both a HR and employee relations perspective and has successfully brokered resolutions to many complex and at times protracted industrial issues.

Having represented APS agencies before the Australian Industrial Relations Commission and Fair Work Australia, Graeme has a comprehensive understanding of the legislative requirements that relate to review and appeal mechanisms and termination of employment issues.

Graeme adopts a very pragmatic and common-sense approach to the resolution of employment related issues and his previous experience in both conducting and the oversight of fraud investigations (including internal fraud) ensures a thorough and meticulous approach that is appropriately documented and relies on evidence that will withstand external scrutiny. Many of Graeme's fraud investigations have been referred to the Australian Federal Police and the Commonwealth Director of Public Prosecution in relation to action under the Commonwealth Crimes Act.

Graeme has personally conducted investigations and provided advice to senior executives in relation to a wide range of sensitive and delicate matters relating to individual performance, code of conduct, termination of employment and bullying and harassment and he provides sound and practical advice based on a wealth of personal experience.

Graeme has also developed and delivered training course content relating to the investigation of workplace conduct and performance issues and participated in the coaching and mentoring of less experienced staff.

In his time with CPM Reviews Graeme has successfully completed investigations relating to allegations of bullying and harassment, Code of Conduct breaches including the fraudulent use of departmental fuel/credit cards, and excessive and/or unauthorised use of Departmental assets. Clients have included the ACT Government, numerous Commonwealth departments and a number of statutory authorities and Government Business Enterprises. Graeme is well acquainted with applying the differing requirements of policy and Enterprise Agreement provisions across a number of employment frameworks and jurisdictions.

Following three years with the Department of Parliamentary Services where he provided advice in relation to employment related matters and oversight of investigations, Graeme's last APS position was with the Australian Criminal Intelligence Commission where he provided advice in relation to conduct and individual performance issues. Prior to this Graeme's APS employment was as the Director Employee and Industrial Relations within the Australian Taxation Office and prior to that as Business Manager Fraud and Compliance within Centrelink.

Graeme holds a Diploma of Government (Fraud Control Investigation).

Providing Reviews of Decisions and Actions, Workplace Investigations
and Related Strategic Advice to the Public Sector and Other Organisations