



Jane Bateson – Senior Reviewer - Canberra

Jane joined CPM Reviews as a Senior Reviewer in June 2009. She is an experienced human resources consultant and manager with 19 years public sector experience in central agency policy roles, human resource management positions and program areas. Jane has operated a successful consulting business since early 2008, developing a breadth of expertise that combines strong public sector experience, including solid foundations in human resource management, with strong technical expertise across a range of different areas of management, business development and business improvement.

Jane commenced her APS career in 1986 in the Department of Prime Minister and Cabinet where she gained wide experience across the human resources area culminating in management of personnel operations in 1992. Jane's responsibilities included advising line managers on the implementation and application of devolved human resource policies and procedures and application of the APS legislative framework. From 1993 she worked in the Department of Industrial Relations as both Personnel Manager and Employee Relations Manager, managing formal cases of invalidity, inefficiency and discipline, mediating between parties on performance based issues, and overseeing and advising on the application of performance based management frameworks as well as reviewing and developing relevant agency procedures, policies and frameworks for certified agreements and AWAs.

From 1998 to 2000 Jane worked in the Department of Employment Workplace Relations and Small Business central policy area, the Australian Government Employment Group, on workplace conditions policy and implementation of the government's workplace reform agenda within the public sector.

During her career in the APS Jane was also involved in a number of key projects including: a multi-agency working group benchmarking people management practices across the APS; establishment of the General Employee Entitlements and Redundancy Scheme; and development and implementation of a human resources strategy for the third APS Job Network Tender.

Jane participates in ongoing professional development ensuring she is abreast of any legislative, policy and procedural changes in relation to the work she carries out for CPM Reviews.

As a consultant since leaving the APS Jane has focussed on her areas of particular interest and experience by assisting a range of clients across the public, private and not for profit sectors on matters including: preliminary evidence gathering, investigation and reporting on allegations of misconduct; requests for review of actions; assessment of standard of care; analysis of workforce demographics; review and development of staff procedural guidelines and manuals; development and implementation of business process improvement programs and tools; business and strategic planning; and business development through targeted research projects and the preparation of numerous key tender and grant proposals.

Jane has a Certificate IV in Government (Investigations), Bachelor of Business and University Certificate in Business.

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