



Joanne Blackburn – Principal Reviewer – Canberra

Joanne Blackburn joined CPM Reviews as a Principal Reviewer in July 2010 following a thirty year career in the APS. With CPM Reviews, Joanne has conducted both preliminary assessments and formal investigations, and chaired appeal panels for ACT Shared Services. Joanne's legal qualifications and experience at senior levels in the APS have enabled her work with CPM Reviews to concentrate on the more complex investigations involving senior APS staff. Joanne has handled reviews across several portfolios, and including ministerial offices, many of which have involved considerable sensitivity about the nature of the allegations and the identity of the people involved.

Joanne joined the APS in 1980 and worked in the Attorney-General's Department, and the Departments of Immigration, Territories and Prime Minister and Cabinet. In 1989 Joanne joined the Senior Executive Service and managed legal and policy branches in the Department of Primary Industries and Energy and the Department of Transport and Infrastructure. In these positions Joanne managed major organizational reviews, development of new legislation, and sensitive litigation and compensation arrangements. Joanne also led Commonwealth delegations in Commonwealth/State forums responsible and Australian delegations to the International Maritime Organisation and the APEC Transportation Working Group.

In August 2001 Joanne was appointed as First Assistant Secretary, Criminal Justice Division, in the Attorney-General's Department. Joanne led the Division through seven years of headline policies and programs covering illicit drugs, handgun reform, people trafficking, international child sex offences, anti-money laundering, extradition, mutual legal assistance, international prisoner transfers, foreign bribery, crime prevention and establishment of the Australian Crime Commission and the Australian Commissioner for Law Enforcement Integrity.

Joanne has managed large, professionally diverse organisations through significant structural change, involving the addition of new programs and functions, extensive recruitment and training of new staff, and the building of more flexible team management arrangements. Her senior positions in the APS have involved her in providing advice and counsel to staff, supervisors and managers on personnel issues related to the transfer of functions and people, recruitment and promotion procedures, performance appraisal outcomes, and grievance processes.

Joanne has extensive experience in preparing administrative decision-making documents supporting ministerial and agency decisions subject to external scrutiny, including both judicial review by the High Court and Federal Court of Australia and review by the Ombudsman, the Human Rights Commission and the Privacy Commissioner. Joanne has an Arts/Law degree, with majors in law and political science, and a Graduate Diploma in Public Administration, from the Australian National University. She is an Accredited Executive Coach with the Institute of Executive Coaching, Sydney. Joanne has a Certificate IV in Investigations (Government).

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