



## **Mike Stone – Senior Reviewer – Canberra**

Mike Stone joined CPM in mid-2008 as a Senior Reviewer and has undertaken approximately 20 reviews/investigations for the public sector during that period. The matters involved allegations of abusive behaviour and physical violence, allegations of fraudulent behaviour, allegations of bullying and harassment, allegations by members of the public of inappropriate behaviour by an APS employee.

His clients include the Department of Parliamentary Services; the Department of the Senate; the Department of Health and Ageing; the Department of Defence; the Department of Agriculture Fisheries and Forestry; the Australian Quarantine and Inspection Service; the Australian Film and Sound Archive, the Department of Infrastructure and Transport, Australian Fisheries Management Authority and non APS Agencies in the ACT Government.

He has twenty six years' experience in central and service delivery Commonwealth agencies. His career has had a particular focus on employee relations and review of action investigations, and has involved extensive experience across a diverse range of workplaces – industrial, clerical, technical, professional and scientific.

After obtaining his trade qualification in the printing industry, Mike commenced his APS career at the Department of Administrative Services (Australian Government Publishing Service) where he managed the occupational health and safety and employee relations functions.

Following a temporary secondment to the former Public Service Board as an employment policy advisor, he returned to the Department of Administrative Services until 1989 when he moved to the Department of Industrial Relations. During this period Mike assisted APS Agencies in the management of industrial disputes and provided guidance on APS employment conditions policy. His experience and skill base broadened even further after he joined a specialist unit established to develop and deliver industrial relations training to APS agencies.

Immediately prior to joining CPM in mid-2008, Mike was Employee Relations Manager for 14 years at the Department of Agriculture, Fisheries and Forestry. He was a key architect and negotiator of ten Certified/Collective Agreements made under both Labor and Coalition Government bargaining arrangements. As Employee Relations manager, he also oversaw the proper conduct of review of actions investigations.

Mike is highly skilled in assisting employers in conducting disciplinary reviews/investigations, underperformance management and reviewing employment decisions.

Mr Stone participates in the ongoing training and professional developmental opportunities provided by CPM to ensure his skills and knowledge of relevant APS procedures and policies are kept up-to-date. He has a Certificate 4 in Investigations (Government).

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