

Alf Bock – Senior Reviewer – Perth

Alf Bock has more than 20 years' experience in the public sector, working both in central and service delivery agencies, the last seven years spent with the Australian Public Service Commission in both Perth and Canberra. Since leaving the APS in 2009 he has established his own consultancy business providing selection advisory services to APS agencies, as well as conducting reviews on behalf of CPM Reviews. Since 2011 he has been Ombudsman to the City of Perth, investigating and making recommendations relating to administrative decisions of the largest local government authority in WA.

Alf has extensive experience of conducting employment related reviews on behalf of the Merit Protection Commissioner and this has continued since joining CPM Reviews. He is particularly skilled and experienced in cases involving bullying and harassment, but has also undertaken reviews relating to individual performance, grievances against employing agencies, whistleblowing reports and other alleged breaches of the Code of Conduct. He has provided these services across a diverse range of agencies, including Human Services, Education and Training, Infrastructure, Civil Aviation Safety Authority, Employment, Immigration and Border Protection, Social Security Appeals Tribunal, Agriculture, Social Services, Commonwealth Director of Public Prosecutions, National Native Title Tribunal and Defence.

He also has significant experience in convening Promotion Review Committees and participating on APS selection advisory committees and in presenting training programs on subjects such as the APS Values, Selection Practices, Conducting Workplace Investigations under a variety of Codes of Conduct and Occupational Health and Safety provisions in the APS context.

In addition to his APS experience, Alf has also worked as a researcher and representative for the WA Trades and Labor Council where he was involved in the drafting of union submissions contributing to the overhaul of the Shops and Factories Act, the review of the OHS Act and the development of the OHS Regulations in WA; has been involved in industry training for the WA Chamber of Commerce and Industry; and also provided industry training to community organizations involved in employment and training, particularly of young people and Indigenous Australians. He has represented APS staff in enterprise bargaining and in departmental consultative forums.

Alf has both a sophisticated understanding of recruitment and selection practices within the APS and well developed insight into the Public Service Act and Regulations and of the principles underpinning administrative review processes in the public sector. He maintains his professional knowledge ensuring he has an up to date knowledge of APS employment and industrial legislation, including the PS Act and regulations and Public Interest Disclosure (PID).

Alf is highly skilled in assisting employers in managing underperformance issues and reviewing employment decisions; undertaking investigations into alleged breaches of the APS Code of Conduct; is skilled in mediation and negotiation; in assisting employers undertaking recruitment and selections action, and providing training to build and maintain ethical and high performing workplaces.

As well as completing training courses in administrative investigation and workplace training and assessment, Alf holds a Bachelor Arts (Economics) from the University of Western Australia and a Graduate Diploma in Education from the same institution. He also holds a Certificate IV in Investigations (Government) and has completed LEADR dispute resolution training.

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