



Paul Casimir – Executive Director and Principal Reviewer – Canberra

Paul Casimir has been a Principal Reviewer with CPM Reviews since 2018 and its Executive Director since July 2024.

While working for CPM Reviews he has undertaken a wide variety of reviews and complex investigations across a range of organisational and policy issues with agencies inside and outside the Australian Public Service. In this role he has built on a career-long involvement in professional conduct and ethics.

For example, prior to joining CPM Reviews, Paul spent a decade as the Director, Integrity at the Australian Public Service Commission and was also the founding Director of the Ethics Advisory Service. In those roles he provided support to the Australian Public Service Commissioner and agencies about Code of Conduct matters, including:

1. providing advice and assurance concerning investigations into alleged misconduct by agency heads;
2. undertaking Code of Conduct, whistleblower and leak investigations;
3. leading the team responsible for amendments to the Public Service Act in 2013 and 2014;
4. developing policy and providing policy advice on a range of integrity issues across the APS; and
5. providing advice directly to APS agencies about the management of individual conduct matters within those agencies, including sensitive, complex and high-profile cases.

Paul and his team authored most of the Public Service Commission guidance about misconduct in the APS including *Handling Misconduct* and *The APS Values and Code of Conduct In Practice*.

Paul has delivered training on public sector ethics and conduct expectations to many human resource practitioners and managers from across the APS and has provided advice to agencies on the development and implementation of their own conduct policies and procedures.

He has also worked closely with the Office of the Commonwealth Ombudsman in relation to the application of the Public Interest Disclosure (PID) Scheme and its relationship with the APS Code of Conduct provisions. Paul has a well-developed understanding of the operation of the PID Scheme.

Paul has broad experience dealing generally with workplace review matters. He spent many years working for the Merit Protection Commissioner in both policy and operational roles, dealing with investigations, grievances and reviews of action in the Australian Public Service and the then ACT Government Service.

Paul is a graduate of the Australian National University, with a BA majoring in political science and law.