

Sarah Dinning - Senior Reviewer – Canberra

Sarah Dinning has over 30 years' senior level experience in the Australian Public Service. She served in diverse roles covering workplace conduct and employment policy, client service, strategic policy, administrative review and corporate services.

For the past 20 years, Sarah worked as a Director in human resources and administrative review - at first in the former Department of Immigration and then in the Australian Public Service Commission and the Office of the Merit Protection Commissioner.

Before taking on a human resources role in the Department of Immigration, Sarah provided policy and advisory support concerning the Migration and Refugee Review Tribunals. She then moved to roles covering HR policy, enterprise bargaining, and the outsourcing of corporate services. Sarah also led the department's Values and Conduct Section – the team responsible for investigating alleged misconduct and internal fraud.

Sarah worked in the APSC and MPC from 2006 to 2021. In that time she served as a Director in the Ethics group till 2015, where she undertook complex case review work, provided advice on matters involving the conduct of agency heads and undertook a major review the Review of Actions provisions. From 2015, as a Director in the Office of the Merit Protection Commissioner, Sarah completed complex administrative reviews of employee grievances and misconduct findings as the delegate of the Commissioner.

Sarah has a detailed understanding of the principles and processes surrounding conduct investigations and has provided technical and decision-making advice to senior decision makers, including Public Service Commissioners. This has included integrity inquiries arising from significant public reviews affecting the reputation of agencies and the APS such as the inquiries into the unlawful detention/removal of people lawfully in Australia (the Palmer and Comrie inquiries); the Home Insulation Program; and the audit of land purchases for the Western Sydney airport.

Sarah's areas of expertise are:

- quality administrative decision-making in complex cases, supported by well-crafted written reasons; and
- her expert understanding of the APS Code of Conduct framework as it is applied in agencies with diverse operating environments.

Sarah has a Bachelor of Arts (Honours in History) from the University of Adelaide and has undertaken further tertiary studies in economics and training in administrative decision making, including the legal framework.

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