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TO: All Northern Territory Public Sector Employees

REVIEW OF THE *PUBLIC SECTOR EMPLOYMENT & MANAGEMENT ACT (PSEMA)*

PSEMA is the foundation stone that determines how the Northern Territory Public Sector (NTPS) operates, the principles it holds dear, how its employees are treated, and the responsibilities our employees must take on.

The Act is under review and you are invited to be part of, and to contribute to, the review.

PSEMA was enacted in 1993 and at the time it was considered as state-of-the-art legislation. It has served the Northern Territory and the public sector well for fifteen years.

In that time, the challenges facing the NTPS have changed, as have the needs and way our society operates. We need to keep up with those changes in the public sector if we are to serve the Northern Territory community to the highest standards.

The Act (and its Regulations) sets the basis on which the public sector operates:

- Principles of public administration, conduct and management;
- Establishes merit as the basis of decisions and what merit means;
- Defines the functions and responsibilities of the Minister and Commissioner for Public Employment and agency Chief Executives;
- Establishes how discipline and inability of employees to carry out their duties are handled;
- Establishes checks and balances in the system; and
- Establishes a formal consultative process (the Public Sector Consultative Council) involving the Commissioner, agencies and unions.

The Government wants to hear your views on all aspects of the Act.

To assist you, a Discussion Paper has been prepared which provides an overview of the structure and provisions of the Act. It also provides some commentary on various aspects of the Act which have been identified as possible areas that might warrant some change.

