



Jeff Lamond

Principal Adviser and Executive Reviewer – Canberra

Jeff Lamond joined CPM as the General Manager in June 2008 following a 33-year career in the Australian Public Service (APS), with the last 14 years spent at the Senior Executive Service (SES) level.

Jeff's areas of professional competence centre on public sector ethics, accountability and reviews of employment action, the APS Values and the APS Code of Conduct. He also has a real depth of experience in broader public sector employment policy.

Jeff has a wealth of public sector experience, having worked in a range of agencies and across a wide range of functions covering policy, research and program development and implementation.

He joined the Department of the Treasury in 1975 and later worked in the Department of the House of Representatives; the Department of Employment (in a number of iterations); and the Department of Industrial Relations—where Jeff had many years' experience in APS industrial policy, operations and processes.

In January 1995 Jeff joined the Australian Public Service Commission (APSC) where he initially managed the APS Labour Market Adjustment Program. From 1996 he managed the APS Employment Policy Branch where, as well as working in an operational policy and advisory role and serving as the SES Advisor for six years, he undertook a major role in the long term task of the development, drafting, passage and implementation of the *Public Service Act 1999*. He was awarded the Public Service Medal in 2001 for outstanding public service for his work on the Act.

After acting in the role of Merit Protection Commissioner for 18 months, Jeff was formally appointed to the Statutory Office on 1 September 2003 and held the position until May 2007 when he resigned to take up another position.

As Merit Protection Commissioner, Jeff was responsible for ensuring that the APS Values were applied and abided by, particularly in areas of fair review of employment decisions and actions, ethical standards and merit-based employment decisions. In addition to his work on reviews he also worked at settling employment and relationship issues affecting agencies and their employees. He spoke and presented on APS Values, the Code of Conduct, ethics and employment in forums in Australia and overseas. Jeff was also a member and then Chair of the APSC's Audit and IT Committees.

Jeff's final APS position was in the then Department of Immigration and Citizenship (DIAC), which he joined in 2007, and where as an SES Band 2 officer he was responsible for the management of a significant program with oversight of service contracts worth more than \$150 million per annum. Jeff was also a member of the DIAC Audit Committee and of the DIAC Values Committee.

Jeff currently Chairs the Department of Prime Minister and Cabinet Audit Committee, and the Office of Parliamentary Counsel Audit Committee and is an independent member of the Department of Employment Audit Committee.

Jeff has a B.Ec with majors in Economics and Accounting from the Australian National University. In addition he has a Graduate Diploma in Legal Studies from the University of Canberra.

Jeff is now the Principal Adviser to CPM Reviews and since 2008 he has personally conducted, or quality assured the investigation and review work of CPM Reviews investigators in more than 300 investigations.

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