



## **Information for applicants**

### **Senior Assistant Parliamentary Counsel (SES Band 1)**

The Office of Parliamentary Counsel (OPC) is seeking senior legislative drafters (SES Band 1). Successful applicants will be bright, creative thinkers with excellent communication and legal skills. They will lead a small team of professionals responsible for drafting Bills or legislative instruments for the Australian Government. They will work in pleasant surroundings close to Parliament House in Canberra and enjoy attractive remuneration and other employment benefits.

Principal duties include the responsibility for completing legislative projects so that they meet the needs of instructing agencies and government as a whole, and OPC's service standards. Training assistant drafters is also a responsibility.

You will need to have a high degree of expertise, and extensive experience, in drafting legislation and must be admitted as a practitioner, however described, of the High Court or the Supreme Court of an Australian State or Territory.

This document contains information about the position, applying for the position and working in OPC.

For basic information about how to apply for the position, see the boxed text on the next page.

For details of other matters, including the duty statement, remuneration and the selection process, see the Appendix.

The closing date for applications is: 5:00pm on Friday 1 March 2019.

## **How to apply**

### ***Content of applications***

Your application should consist of the following:

- (a) job application coversheet located at the end of this information pack;
- (b) employment history;
- (c) details of your academic qualifications (tertiary);
- (d) names and contact details of two referees who are prepared to provide a reference for you;
- (e) claims against the selection criteria that include examples of relevant experience; and
- (f) documents evidencing your qualifications including admission to practice, and your Australian citizenship, if applicable. If you are selected for interview, you should bring the originals of those documents to interview.

You may be required to complete a proficiency exercise before an interview, and OPC may seek additional information from you.

### ***Where to send applications***

You may send your application to the Recruitment Officer at OPC by email, post or fax. Please ensure that you have attached the Job Application Coversheet which is available at the back of this information pack and is also located on OPC's website.

Email	<b>jobs@opc.gov.au</b> (Your application, including any supporting documents, must be an attachment in Microsoft Word, RTF or PDF format.)
Postal address	Office of Parliamentary Counsel Locked Bag 30 Kingston, ACT 2604
Fax no.	(02) 6120 1403

### ***Closing date for applications***

The closing date for applications is: 5:00 pm on Friday 1 March 2019.

### ***Extension of closing date for applications***

The selection committee has a discretion to accept late applications. If you cannot forward your application by the closing date, you should ask the contact officer, preferably in writing, before the closing date, whether a late application would be accepted by the selection committee.

### ***Accessing information***

Information about OPC and advertised positions is available on OPC's website at **www.opc.gov.au**. If you require further information after obtaining the selection documentation, you can contact Meredith Leigh on (02) 6120 1420, or send in a request to **jobs@opc.gov.au**.

# Appendix

## Table of Contents

<b>Senior Assistant Parliamentary Counsel (SES Band 1)</b> .....	<b>1</b>
<b>1. Duty Statement</b> .....	<b>4</b>
Summary .....	4
Specific duties .....	4
<b>2. Selection criteria</b> .....	<b>5</b>
<b>3. Remuneration and other conditions</b> .....	<b>7</b>
Remuneration .....	7
Superannuation .....	7
Terms and conditions of employment.....	7
<b>4. About OPC</b> .....	<b>8</b>
Location .....	8
A participative work environment .....	8
<b>5. Some general Australian Public Service (APS) matters</b> .....	<b>9</b>
Eligibility for employment in the APS .....	9
Security clearances.....	10
Probation .....	10
APS Values, Employment Principles and Code of Conduct .....	10
An equal opportunity employer .....	10
Diversity in the workplace .....	10
Smoke-free workplace .....	10
<b>6. What happens after you apply</b> .....	<b>11</b>
The selection committee .....	11
Interviews.....	11
The committee’s recommendation.....	11
<b>7. Other information</b> .....	<b>12</b>
Website .....	12
24-hour answering machine .....	12
Other documents you may want to look at .....	12
<b>APS Values</b> .....	<b>13</b>
<b>APS Employment Principles</b> .....	<b>13</b>
<b>The APS Code of Conduct</b> .....	<b>13</b>

# 1. Duty Statement

## Summary

Lead an operationally autonomous team, comprising one or more assistant drafters and administrative support staff, in supplying legislative consultancy services<sup>1</sup> and legislative drafting services<sup>2</sup> to Government and occasionally to private members, as assigned by First Parliamentary Counsel; and contribute to the maintenance of the skills base, product development and operations support of OPC.

## Specific duties

Duties	Indicative weighting %
1. Assume overall responsibility for completing assigned legislative projects so that they meet the needs of instructing agencies and government as a whole, and the Office's service standards. The main elements of this responsibility are to: (a) provide legislative consultancy services; (b) draft legislation arising from activities covered by paragraph (a); (c) organise planning and logistics of legislative projects; (d) maintain effective working relations with members of the drafting team, instructors, other Office staff and other relevant parts of the government, parliament and public service.	60
2. Train assistant drafters, in particular by ensuring that drafting projects are so managed that they afford good learning opportunities for them to acquire the skills required by team leaders.	25
3. Carry out or participate in such product development (e.g. plain English) or operations support (e.g. IT development, participation in office committees and reviews) as may be assigned.	10
4. Carry out such other duties relevant to the service provided by the Office as may be assigned.	5

**Immediate supervisor: First Parliamentary Counsel**

---

<sup>1</sup> Legislative consultancy services are services by which a drafter assists in the identification, analysis, consideration and resolution of issues (whether of law, logic, policy or implementation) connected with legislative proposals.

<sup>2</sup> Legislative drafting services are services by which a drafter expresses legislative proposals in draft legislation that:

- gives effect to the instructor's requirements
- is well structured and organised
- is clearly expressed
- is likely to be understood by its target audience.

## 2. Selection criteria

**Note:** The SES selection criteria consist of 3 OPC-specific criteria followed by the 5 service-wide core criteria for SES employees that are set out in the Australian Public Service Commission Senior Executive Leadership Capability Framework. Column 2 highlights aspects of each core criterion of particular relevance to the SES roles undertaken in OPC, although a satisfactory standard must be achieved across the criterion as a whole for an applicant to be rated suitable.

<b>OPC-specific criteria</b>	
<b>1. Legislative problem-solving skills</b>	Demonstrates general problem-solving ability, legal and practical knowledge and persistence in supplying legislative consultancy services (see footnote to duty statement)
<b>2. Legislative drafting skills</b>	Demonstrates general problem-solving ability, knowledge of legislative schemes, communications skills (especially written English ability) and persistence in supplying legislative drafting services (see footnote to duty statement)
<b>3. Legal qualifications</b>	Admission as a legal practitioner of the High Court or the Supreme Court of an Australian State or Territory
<b>Senior Executive Leadership Capability (SEL) Framework</b>	<b>Aspects of each core criterion of particular relevance to OPC's legislative drafting responsibilities</b>
<b>4. Shapes strategic thinking</b> Inspires a sense of purpose and direction Focuses strategically Harnesses information and opportunities Shows judgement, intelligence and common sense	Takes into account broader strategic issues (especially in legislative consultancy or drafting; project and human relations management; training) Shows good judgement in making decisions on these issues
<b>5. Achieves results</b> Builds organisational capability and responsiveness Marshals professional expertise Steers and implements change and deals with uncertainty Ensures closure and delivers on intended results	Applies energy and is focused, confident and flexible in leading and managing the activities and resources of an autonomous drafting team
<b>6. Cultivates productive working relationships</b> Nurtures internal and external relationships Facilitates cooperation and partnerships Values individual differences and diversity Guides, mentors and develops people	Sustains effective working relations with others through a mix of empathy, assertiveness and conflict resolution skills Applies training knowledge, conflict resolution skills and judgement in developing and training another drafter to the level of a senior drafter
<b>7. Exemplifies personal drive and integrity</b> Demonstrates public service professionalism and probity Engages with risk and shows personal courage Commits to action Displays resilience Demonstrates self-awareness and a commitment to personal development	Is persistent and resilient in completing legislative projects, often under severe pressures of lack of time and resources Maintains the technical and professional standards of a public service drafting office, even under such pressures

---

**8. Communicates with influence**

Communicates clearly

Listens, understands and adapts to audience

Negotiates persuasively

Communicates clearly and effectively, and negotiates persuasively, in completing legislative projects

Maintains both internal and external lines of communication with parties whose views need to be considered in order to complete legislative projects

Represents the Office's position in resolving questions relating to drafting issues

---

### **3. Remuneration and other conditions**

#### ***Remuneration***

Remuneration package of up to \$259,492.

#### ***Superannuation***

OPC offers eligible new employees superannuation choice, in line with the requirements of the *Superannuation Guarantee (Administration) Act 1992*.

If you have a preserved benefit in either the Commonwealth Superannuation Scheme or the Public Sector Superannuation defined benefit Scheme, you should declare it to OPC, and seek guidance from Comsuper, before accepting an offer of employment. The telephone number for Comsuper is 13 23 66.

#### ***Terms and conditions of employment***

SES staff are covered by the Office of Parliamentary Counsel SES Enterprise Agreement 2016-2019. The agreement is available on OPC's website ([www.opc.gov.au](http://www.opc.gov.au)).

## **4. About OPC**

OPC is a Commonwealth government agency established under the *Parliamentary Counsel Act 1970*. OPC is headed by First Parliamentary Counsel (FPC) and two Second Parliamentary Counsel.

OPC is the Commonwealth's principal provider of professional legislative drafting and publishing services. OPC delivers timely, high quality drafting and advisory services for Bills, subordinate legislation, prepares compilations of laws as amended and publishes laws and instruments on behalf of more than 70 agencies. OPC also provides comprehensive, free access to Commonwealth legislation and related material through the Federal Register of Legislation website.

OPC has about 100 staff. This consists of 3 statutory officers and other staff employed under the *Public Service Act 1999*. These other staff include approximately 40 drafters, 40 publications staff, and 17 corporate services staff.

### ***Location***

OPC is located at Level 4, PWC Building, 28 Sydney Avenue, Forrest, Canberra ACT.

### ***A participative work environment***

OPC has in place a Workplace Consultative Committee.

The Workplace Consultative Committee is an official forum for communication between management and staff representatives about operational and other matters.

OPC staff also participate in decision-making through a number of other less formal meetings and consultation processes.

## **5. Some general Australian Public Service (APS) matters**

### ***Eligibility for employment in the APS***

#### **General**

Your employment is subject to you meeting the required standards relating to character and background checking. The relevant checks will be done within the first three months of employment.

#### **Australian citizenship**

An Agency Head may only engage a person who is not an Australian citizen as an APS employee if the Agency Head considers it appropriate to do so. If you are selected for interview and you are not an Australian citizen, you must let the selection committee know.

OPC's policy is that jobs in OPC will be filled by people who are Australian citizens, or certain non-citizens who intend to become Australian citizens.

FPC may consider it appropriate to employ a non-citizen, as an ongoing or non-ongoing employee, if the non-citizen is a permanent resident and the non-citizen:

- (a) is an outstanding applicant for the position; or
- (b) is the only person found suitable for the position; or
- (c) if several positions are being filled—is suitable for one of the positions and the number of positions exceeds the number of citizens who have been found suitable.

If OPC engages a person who is a non-citizen who is a permanent resident, the person's engagement is conditional upon becoming an Australian citizen within a specified time after commencing employment in OPC. Normally the specified time is 6 months, however, FPC will consider the circumstances of the non-citizen, and the person's eligibility for Australian citizenship, when determining the specified time in which the person is to become an Australian citizen.

A person who, while not a permanent resident, has a right to live and work indefinitely in Australia, may also be engaged in the circumstances set out above. If OPC engages such a person, the person's engagement is conditional upon becoming a permanent resident within a specified time after commencing employment in OPC and becoming an Australian citizen within a specified time after becoming a permanent resident. FPC will consider the circumstances of the non-citizen, and the person's eligibility for permanent residency and Australian citizenship, when determining the specified time in which the person is to become a permanent resident and an Australian citizen.

#### **If you have recently received a redundancy payment**

There is a prohibition (exceptional circumstances can apply) on the engagement as an ongoing APS employee of a person who has received a redundancy benefit from the APS or the Parliamentary Service Department and whose redundancy benefit period has not elapsed.

If you have received a redundancy benefit that may fit the criteria above, include the information in your application.

### **Security clearances**

OPC staff have access to material that is classified in the interests of national security or is otherwise sensitive. To be eligible for engagement, the successful candidate will be required to undertake a security assessment and will be required to have or be able to obtain a security clearance to Negative Vetting 1 level.

### **Probation**

Engagement of an APS employee is usually made on probation. Employment on probation enables your conduct and work to be assessed to determine your suitability for continued employment.

### **APS Values, Employment Principles and Code of Conduct**

The APS Values and APS Employment Principles, contained in sections 10 and 10A of the *Public Service Act 1999*, are important to the way in which all staff perform their work in OPC. The APS Values, APS Employment Principles and the Code of Conduct (contained in section 13 of the *Public Service Act 1999*) are not simply aspirational statements of intent. All APS employees are required to uphold the APS Values and APS Employment Principles and comply with the Code of Conduct. A copy of the APS Values, APS Employment Principles and the Code of Conduct is attached to this document.

The APS Values are designed to:

- (a) provide the philosophical underpinning for the APS; and
- (b) reflect public expectations of the relationship between public servants and the Government, the Parliament and the Australian community; and
- (c) articulate the culture and operating ethos of the APS.

### **An equal opportunity employer**

The Australian Public Service values and promotes equal employment opportunity, and the filling of a vacant position within OPC will be determined solely on the basis of merit.

### **Diversity in the workplace**

The Australian Public Service values and promotes Workplace Diversity.

Workplace Diversity requires that people from diverse backgrounds are not disadvantaged in competing for Australian Public Service careers. It also recognises the positive contribution that a diverse workforce can make to organisational effectiveness.

### **Smoke-free workplace**

OPC promotes a smoke-free workplace.

## **6. What happens after you apply**

### ***The selection committee***

The selection process will be conducted by a committee made up of two or three members. The committee is responsible for advertising the position, conducting the selection process and making a report to the First Parliamentary Counsel.

### ***Interviews***

If you are selected for an interview, you will be given a couple of days' notice before you are required to attend the interview. If you are unable to attend the interview at the scheduled time, it may be possible to organise another time.

Before the interview, you should familiarise yourself with OPC's work. You can do this by obtaining a copy of our Annual Report and *OPC's drafting services: A guide for clients*. Both are available on our website and can be sent to you on request.

At the interview, you will be asked questions relating to the functions of the job and your skills, knowledge and experience. You can prepare for the interview by thinking about questions that may be asked by the selection committee and how you could answer them.

It is important that you are able to talk about the skills, knowledge and experience on which you have based your application. The selection committee makes its decision on referee reports and on material presented by you in your written application and at the interview. It is up to you to convince the selection committee that you are the best person for the job.

At the interview, you will be given the chance to ask questions about the job. Questions about general conditions of employment (salary, leave, etc.) can also be asked at the interview. You can find a summary of the conditions of employment on our website, and a copy can be sent to you on request.

The selection committee may contact persons you have named as referees, and other persons whom it thinks are appropriate, to assist it in making a decision, to confirm its impressions of you or to confirm information provided by you.

### ***The committee's recommendation***

After all the applicants who were selected for interview have been interviewed, the selection committee will make a recommendation to First Parliamentary Counsel about the applicant the committee considers is the best person for the job. If First Parliamentary Counsel approves the committee's recommendation, an offer of employment or promotion will be made to the recommended applicant. If the offer is accepted, all other applicants will be advised that they were unsuccessful in applying for the job. If the recommended applicant does not accept the job, other applicants who were ranked as suitable may be offered the job in order of ranking.

## **7. Other information**

### ***Website***

Our website is [www.opc.gov.au](http://www.opc.gov.au).

### ***24-hour answering machine***

You may ring (02) 6120 1470 to leave a message.

### ***Other documents you may want to look at***

Below is a list of other documents that you may wish to have a look at in deciding whether to apply and how to frame your application (especially if you are unfamiliar with legislative drafting work and the nature of the work done by OPC). These documents are available on our website or can be sent to you on request.

1. OPC Annual Report
2. OPC's drafting services: A guide for clients
3. Office of Parliamentary Counsel SES Enterprise Agreement 2016-2019
4. Performance Management Program for SES Employees
5. The Federal Register of Legislation website ([www.legislation.gov.au](http://www.legislation.gov.au))

## APS Values

The APS Values are as follows:

- (a) ***Committed to service***—The APS is professional, objective, innovative and efficient, and works collaboratively to achieve the best results for the Australian community and the Government.
- (b) ***Ethical***—The APS demonstrates leadership, is trustworthy, and acts with integrity, in all that it does.
- (c) ***Respectful***—The APS respects all people, including their rights and their heritage.
- (d) ***Accountable***—The APS is open and accountable to the Australian community under the law and within the framework of Ministerial responsibility.
- (e) ***Impartial***—The APS is apolitical and provides the Government with advice that is frank, honest, timely and based on the best available evidence.

## APS Employment Principles

The APS is a career-based public service that:

- (a) makes fair employment decisions with a fair system of review; and
- (b) recognises that the usual basis for engagement is as an ongoing APS employee; and
- (c) makes decisions relating to engagement and promotion that are based on merit; and
- (d) requires effective performance from each employee; and
- (e) provides flexible, safe and rewarding workplaces where communication, consultation, cooperation and input from employees on matters that affect their workplaces are valued; and
- (f) provides workplaces that are free from discrimination, patronage and favouritism; and
- (g) recognises the diversity of the Australian community and fosters diversity in the workplace.

## The APS Code of Conduct

The Code of Conduct requires that an APS employee must:

- (1) behave honestly and with integrity in connection with APS employment.
- (2) act with care and diligence in connection with APS employment.

- (3) when acting in connection with APS employment, treat everyone with respect and courtesy, and without harassment.
- (4) when acting in connection with APS employment, comply with all applicable Australian laws.
- (5) comply with any lawful and reasonable direction given by someone in the employee's Agency who has authority to give the direction.
- (6) maintain appropriate confidentiality about dealings that the employee has with any Minister or Minister's member of staff.
- (7) disclose, and take reasonable steps to avoid, any conflict of interest (real or apparent) in connection with APS employment.
- (8) use Commonwealth resources in a proper manner.
- (9) not provide false or misleading information in response to a request for information that is made for official purposes in connection with the employee's APS employment.
- (10) not make improper use of:
  - (a) inside information; or
  - (b) the employee's duties, status, power or authority; in order to gain, or seek to gain, a benefit or advantage for the employee or for any other person.
- (11) at all times behave in a way that upholds the APS Values and Employment Principles, and the integrity and good reputation of the employee's Agency and the APS.
- (12) while on duty overseas, at all times behave in a way that upholds the good reputation of Australia.
- (13) comply with any other conduct requirement that is prescribed by the regulations.

Note: Regulation 2.1 of the Public Service Regulations provides that an APS employee must not, except in the course of his or her duties as an APS employee or with the Agency Head's express authority, give or disclose, directly or indirectly, to any person any information about government business or anything of which the employee has official knowledge.



**Position applied for:**

Job title/classification: \_\_\_\_\_

How did you learn about this position?  PS Gazette / APSjobs website  OPC website  
 seek.com  Other .....

**Personal Details:**

Title:  Mr  Mrs  Ms  Miss  Dr  Other .....

Given name/s: \_\_\_\_\_ Last Name: \_\_\_\_\_

Phone: (H) \_\_\_\_\_ (W) \_\_\_\_\_ Mobile: \_\_\_\_\_

Email (optional): \_\_\_\_\_

Postal address: \_\_\_\_\_

**Are you a member of any of the following equity groups**—please indicate which ones(s):

Aboriginal or Torres Strait Islander  Non-English speaking background  Person with a disability

**Nationality:**

Are you an Australian Citizen?  Yes  No  
If no: do you have permanent resident status?  Yes  No  
have you applied for Australian citizenship?  Yes  No

**Current employment details:**

Employer: \_\_\_\_\_

Job title/position held: \_\_\_\_\_

Employee of the APS?  Yes  No  Ongoing  Non-ongoing

APS Classification: \_\_\_\_\_ AGS No: \_\_\_\_\_

Do you hold a current security clearance?  Yes  No Level: \_\_\_\_\_

Have you received a redundancy benefit from an APS agency, the Parliamentary Service Department or the Murray-Darling Basin Commission and your redundancy benefit period has not yet elapsed?  Yes  No

**Qualifications:**

\_\_\_\_\_  
\_\_\_\_\_

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_