



OFFICE OF THE
CHIEF EXECUTIVE

Our Ref: 10/128470

Mr Tim Watling
Committee Secretary
Senate Standing Committee on Legal and Constitutional Affairs
PO Box 6100
Parliament House
CANBERRA ACT 2600

Dear Mr Watling

Inquiry into the *Crimes Legislation Amendment Bill 2010*

I refer to the Australian Crime Commission's (ACC's) appearance before the Committee on 4 November 2010 in relation to the *Crimes Legislation Amendment Bill 2010* Inquiry.

As reflected on page 3 of the Hansard, in response to a question from Senator Barnett regarding whether the Fair Work Australia regime imposed further constraints on me as an Executive Director of the ACC, I responded that the ACC currently does not have the ability to dismiss an employee for serious misconduct.

The ACC has subsequently identified the need to revise its response to the question to the following:

The *Public Service Act 1999* empowers the CEO to dismiss ACC employees for serious misconduct, however dismissal decisions are subject to the Fair Work Australia system of arbitration, conciliation and mediation. The proposed amendment to the ACC Act will allow the CEO to take decisive action to remove employees engaged in serious misconduct, which will significantly strengthen the ACC's integrity framework.

I ask that the Committee takes the revised response into consideration. If you have any queries in relation to this matter, please contact me on

Yours sincerely

Karen Harfield
Executive Director Performance & Stakeholder Relations
Australian Crime Commission

12th November 2010