



**ACT**  
Government

Chief Minister, Treasury and  
Economic Development

## Freedom of Information Disclosure Log Publication Coversheet

The following information is provided pursuant to section 28 of the *Freedom of Information Act 2016*.

| Application Details                            |                                                                            |
|------------------------------------------------|----------------------------------------------------------------------------|
| Ref. No.                                       | CMTEDD 026-233                                                             |
| Date of Application                            | 20 August 2026                                                             |
| Date of Decision                               | 9 September 2026                                                           |
| Processing time (in working days)              | 14                                                                         |
| Fees                                           | N/A                                                                        |
| Decision on Access                             | No Information Found                                                       |
| Information Requested<br>(summary)             | Conflict of interest declarations.                                         |
| Publication Details                            |                                                                            |
| Original application                           | <input checked="" type="checkbox"/> Published <input type="checkbox"/> N/A |
| Decision notice                                | <input checked="" type="checkbox"/> Published <input type="checkbox"/> N/A |
| Documents and schedule                         | <input checked="" type="checkbox"/> Published <input type="checkbox"/> N/A |
| Decision made by Ombudsman                     | N/A                                                                        |
| Additional information identified by Ombudsman | N/A                                                                        |
| Decision made by ACAT                          | N/A                                                                        |
| Additional information identified by ACAT      | N/A                                                                        |



# Freedom of Information (FOI) request - Submission confirmation

Your submission has been successful. Please keep a copy of this receipt for your records.

Date and time

20 Aug 2026 2:31:39 PM

Reference code

FKJZN569

Chief Minister, Treasury and Economic Development Directorate (CMTEDD)

GPO Box 158  
Canberra City, ACT 2601

Phone: 6207 7754  
CMTEDDFOI@act.gov.au

## Applicant information

☒ I want to submit this request anonymously

### Assistance

Do you need assistance with preparing your request?

☐ Yes

☒ No

Do you need an interpreter?

☐ Yes

☒ No

### Contact details

For your anonymous request to be valid, please provide at least one method of contact. This information will help us confirm the details of your request and/or deliver information to you once your request is completed.

Phone number

Email address

Address line 1

Address line 2

Suburb

State

Postcode

## Help us direct your request

The following information helps us send your request to the most appropriate team who will coordinate and respond to your request.

What do you know about the information you are requesting?\*

- ☒ I know the Directorate or agency
- ☐ I know the topic
- ☐ I am not sure

Directorate or agency\*

- ☐ Canberra Health Services
- ☒ Chief Minister, Treasury and Economic Development Directorate
- ☐ City and Environment Directorate
- ☐ Digital Canberra
- ☐ Education Directorate
- ☐ Health and Community Services Directorate
- ☐ Infrastructure Canberra
- ☐ Justice and Community Safety Directorate
- ☐ Multiple Directorate request

## Request for

To help us process your request:

- Include enough detail in your application so we can identify what government information you want.
- As an alternative to using fields within the form, you may choose to attach documents or audio recordings.
- You may wish to include a statement on how the release of this information is in the public interest.

## Scope of your request

What information are you requesting access to?\*

## Freedom of Information Request

I request access under the Freedom of Information Act 2016 (ACT) to documents held by CMTEDD, including WorkSafe ACT, concerning conflict-of-interest declarations, probity requirements and conflict-of-interest considerations relating to Amanda Grey's participation in the 2023 recruitment process for Bill Smith as Executive Branch Manager, Compliance and Enforcement, WorkSafe ACT.

This request follows information previously released by WorkSafe ACT under FOI confirming that:

- Amanda Grey was an internal member of the recruitment panel for Bill Smith's recruitment conducted between August and September 2023, with the recruitment decision recorded as 25 September 2023; and
- both Amanda Grey and Bill Smith had previously been employed by Safe Work Australia.

The relevant period for this request is 1 July 2023 to 31 October 2023.

I request access to the following:

### 1. Conflict-of-interest or probity declaration

Any completed conflict-of-interest, declaration-of-interest, probity, impartiality, panel-member declaration or equivalent document made, signed or submitted by Amanda Grey in connection with her participation in the recruitment process for Bill Smith.

This includes any information contained in, attached to, or associated with the relevant record sufficient to establish the date on which the declaration was completed, signed or submitted.

### 2. Recruitment records recording conflicts or nil conflicts

Documents sufficient to show whether, in connection with this recruitment process:

- a. Amanda Grey declared an actual, potential or perceived conflict of interest;
- b. Amanda Grey declared or confirmed that no conflict of interest existed; and
- c. panel members were required to declare actual, potential or perceived conflicts of interest or confirm that no such conflict existed.

This includes any relevant selection report, panel report, recruitment checklist, panel-member declaration, probity record, minute, file note or equivalent recruitment record.

### 3. Consideration of any actual, potential or perceived conflict

Documents sufficient to show whether consideration was given to any actual, potential or perceived conflict of interest arising from Amanda Grey's participation on the recruitment panel, including consideration of:

- a. the fact that both Amanda Grey and Bill Smith had previously been employed by Safe Work Australia; and
- b. any prior professional or working relationship between Amanda Grey and Bill Smith that was identified, disclosed or known at the time.

### 4. Assessment and resolution of any conflict-of-interest issue

Documents sufficient to show the assessment and resolution of any conflict-of-interest or probity issue considered in relation to Amanda Grey's participation on the panel, including:

- a. any determination that no actual, potential or perceived conflict existed;
- b. any assessment or advice concerning an identified or potential conflict;
- c. any decision that Amanda Grey could continue to participate on the panel;
- d. any approval or authorisation for her continued participation; and
- e. any management, mitigation, recusal or other measure considered or adopted.

#### 5. Applicable conflict-of-interest requirements

The policy, procedure, guidance and/or declaration template applicable at the relevant time to conflict-of-interest or probity declarations by recruitment panel members for this recruitment process.

#### Scope and privacy

I do not seek private personal information unrelated to the recruitment process.

Where responsive documents contain exempt or irrelevant personal information, I request partial access with that information redacted rather than refusal of access to the document in full.

I do not seek documents concerning unrelated recruitment processes or unrelated employees.

If no standalone conflict-of-interest declaration exists, I nevertheless seek any recruitment, panel, selection or probity record that records whether Amanda Grey declared an actual, potential or perceived conflict of interest, or confirmed that no such conflict existed.

If any part of this request is considered too broad, complex or likely to require substantial processing, please contact me before making a decision so that I may consider narrowing the scope.

Attach additional documents to support your application

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## Submit application

### Timeframes

The Directorate responsible for your application must:

- inform you in writing within 10 working days that it has received your application
- communicate to you about any difficulties/ delays in processing your request
- provide you with a decision on access to the information within 30 working days or less

Requests may take longer than 30 days in situations where an extension has been granted.

If the Directorate must consult a third party, the deadline for providing a decision is extended by 15 working days. The Directorate will notify you if consultation is required.

## **Anonymous request**

You're submitting an anonymous FOI request. The information you supply will be provided to:

- **Chief Minister, Treasury and Economic Development Directorate**
- **cmteddFOI@act.gov.au**

The FOI team may contact you to clarify details of your request. This will assist the team in reaching a decision on providing access to the information.

After submitting your request, you may wish to save a PDF copy of your form or email a PDF copy to your nominated email address.



## FREEDOM OF INFORMATION REQUEST – NOTICE OF DECISION

I refer to your application under section 30 of the *Freedom of Information Act 2016* (the Act), received by the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) on 24 August 2026.

Following clarification of scope, you have sought access to the following information:

*I request access to documents held by WorkSafe ACT, relating to conflict-of-interest and probity requirements associated with Amanda Grey's participation in the recruitment process for Bill Smith for the position of Executive Branch Manager, Compliance and Enforcement, WorkSafe ACT.*

**Relevant period: 1 July 2023 to 31 October 2023**

*Specifically I request:*

- 1. Any conflict-of-interest, declaration-of-interest, probity, impartiality, panel-member declaration, or equivalent document completed, signed, submitted, or recorded by Amanda Grey in relation to this recruitment process.***
- 2. Documents that show whether any actual, potential, or perceived conflict of interest arising from Amanda Grey's participation on the recruitment panel was identified, considered, assessed, discussed, or resolved.***
- 3. Documents recording any decision, advice, approval, determination, mitigation measure, or other action concerning Amanda Grey's participation on the recruitment panel in relation to any conflict-of-interest or probity issue.***
- 4. The policies, procedures, guidance documents, forms, templates, or other requirements applicable to conflict-of-interest or probity declarations for recruitment panel members during this time.***
- 5. The names and positions of panel members and the approving delegate.***

### Authority

I am an Information Officer appointed by the CMTEDD Director-General under section 18 of the Act to deal with access applications made under Part 5 of the Act.

### Timeframes

In accordance with section 40 of the Act, CMTEDD is required to provide a decision on your access application within 30 days.

Therefore, a decision is due by **1 October 2026**.

### **Decision on access**

Searches within WorkSafe records have identified one document in scope of your request.

I have decided to grant **partial access** to one document.

The records identified as relevant to your application are listed in the schedule enclosed at **Attachment A**. This provides a description of each document that falls within the scope of your request and the access decision for that document.

### **Release of documents**

The information being released to you is provided at **Attachment B**.

In addition, the business area has advised that:

Information on policies, procedures, guidance documents, forms, templates, or other requirements applicable to conflict-of-interest or probity declarations for recruitment panel members during this time are publicly available from [ACTPS Recruitment Policy and Guidelines](#).

The names and positions of panel members and the approving delegate can be found on the [CMTEDD Disclosure Log](#) (refer CMTEDDFOI2026-142).

### **Statement of Reasons**

In accordance with section 54(2) of the Act a statement of reasons outlining my decisions is below. In reaching my access decisions, I have taken the following into account:

- the Act
- the information that falls within the scope of your request
- *Information Privacy Act 2014*
- *Human Rights Act 2004*

As a decision maker, I am required to determine whether the information within scope is in the public interest to release. To make this decision, I am required to:

- assess whether the information would be contrary to public interest to disclose as per **Schedule 1** of the Act.
- perform the public interest test as set out in section 17 of the Act by balancing the factors favouring disclosure and factors favouring nondisclosure in **Schedule 2** of the Act.

### **Exemptions claimed**

#### **Schedule 1: Information taken to be contrary to the public interest**

No schedule 1 provisions identified.

#### **Public Interest Test**

The Act has a presumption in favour of disclosure. As a decision maker I am required to decide where, on balance, public interest lies. As part of this process, I must consider factors favouring disclosure and nondisclosure.

In *Hogan v Hinch* (2011) 243 CLR 506, [31] French CJ stated that when ‘used in a statute, the term [public interest] derives its content from “the subject matter and the scope and purpose” of the enactment in which it appears’. Section 17(1) of the Act sets out the test, to be applied to determine whether disclosure of information would be contrary to the public interest. These factors are found in subsection 17(2) and Schedule 2 of the Act.

### **Schedule 2: Factors to be considered when deciding the public interest**

Taking into consideration the information within scope of your request, I have identified that the following public interest factors are relevant to determine if release of the information contained within these documents is within the ‘public interest’.

#### ***Factors favouring disclosure (Section 2.1)***

- *Section 2.1(a)(i) - promote open discussion of public affairs and enhance the government’s accountability.*
- *Section 2.1(a)(iii) - inform the community of the government’s operations, including policies, guidelines and codes of conduct followed by the government in its dealings with members of the community.*

You have sought conflict of interest information regarding employment of ACT public servants. I consider that release of this information may contribute to positive and informed debate on how the government handles matters of conflict-of-interest during staff recruitment. I apply some weight to this factor for disclosure.

I have also considered that you have requested guidelines and procedures for recruitment processes. While guideline etc are already publicly available, I consider release of this document demonstrates how the government applies its guidelines. I apply some weight to this factor for disclosure.

I am satisfied that these factors favouring disclosure carry some weight. However, these factors are to be balanced against the factors favouring nondisclosure.

#### ***Factors favouring nondisclosure (Section 2.2)***

- *Section 2.2(a)(ii) - prejudice the protection of an individual’s right to privacy or any other right under the Human Rights Act 2004.*
- *Section 2.2(a)(xv) - prejudice the management function of an agency or the conduct of industrial relations by an agency.*

Having reviewed the document, I consider that the protection of an individual’s right to privacy, is a significant factor. This, in my opinion, outweighs the benefit which may be derived from releasing the personal information of the individual’s involved in this matter.

Individuals are entitled to expect that the personal information they have supplied as part of a recruitment process will be dealt with in a manner that protects their privacy. Considering the type of information to be withheld from release, I am satisfied that the factors in favour of release can still be met while protecting the personal information of the individuals involved. I therefore weight the factor for nondisclosure more highly than the factor in favour of release in this instance. As a result, I have decided that release of this information could prejudice their right to privacy under the *Human Rights Act 2004*.

In addition, I consider release of parts of this material could inhibit the recruitment function of an agency (refer section 2.2(a)(xv)). This information has been provided on a

confidential basis and release of this information may signal that the agency does not adequately protect confidential information. I apply some weight to this factor.

Having applied the test outlined in section 17 of the Act and deciding that release of some information contained in the documents is not in the public interest to release, I have chosen to redact this specific information in accordance with section 50(2). Noting the pro-disclosure intent of the Act, I am satisfied that redacting only the information that I believe is not in the public interest to release will ensure that the intent of the Act is met and will provide you with access to the majority of the information held by CMTEDD within the scope of your request.

## **Charges**

Processing charges are not applicable for this request because the number of pages released to you is below the charging threshold of 50.

## **Online publishing – Disclosure Log**

Under section 28 of the Act, CMTEDD maintains an online record of access applications called a [disclosure log](#).

Your original access application and my decision will be published on the CMTEDD disclosure log. Your personal contact details will not be published.

## **Ombudsman Review**

My decision on your access request is a reviewable decision as identified in Schedule 3 of the Act. You have the right to seek Ombudsman review of this outcome under section 73 of the Act within 20 working days from the day that my decision is provided to you, or a longer period allowed by the Ombudsman.

We recommend using this form [Applying for an Ombudsman Review](#) to ensure you provide all of the required information. Alternatively, you may write to the Ombudsman at:

The ACT Ombudsman  
GPO Box 442  
CANBERRA ACT 2601

Via email: [actfoi@ombudsman.gov.au](mailto:actfoi@ombudsman.gov.au)

## **ACT Civil and Administrative Tribunal (ACAT) Review**

Under section 84 of the Act, if a decision is made under section 82(1) on an Ombudsman review, you may apply to the ACAT for review of the Ombudsman decision. Further information may be obtained from the ACAT at:

ACT Civil and Administrative Tribunal  
GPO Box 370  
Canberra City ACT 2601  
Telephone: (02) 6207 1740  
<http://www.acat.act.gov.au/>

Should you have any queries in relation to your request please contact the CMTEDD FOI Team by telephone on 6207 7754 or email [CMTEDDFOI@act.gov.au](mailto:CMTEDDFOI@act.gov.au).

Yours sincerely

A handwritten signature in black ink, appearing to be 'EH'.

Emma Hotham

Information Officer

Chief Minister, Treasury and Economic Development Directorate

8 September 2026



**ACT**  
Government

Chief Minister, Treasury and  
Economic Development

## FREEDOM OF INFORMATION REQUEST SCHEDULE

| WHAT ARE THE PARAMETERS OF THE REQUEST                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reference NO.     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| <p>I request access to documents held by WorkSafe ACT, relating to conflict-of-interest and probity requirements associated with Amanda Grey's participation in the recruitment process for Bill Smith for the position of Executive Branch Manager, Compliance and Enforcement, WorkSafe ACT.</p> <p>Relevant period: 1 July 2023 to 31 October 2023</p> <p>Specifically, I request:</p> <ol style="list-style-type: none"><li>Any conflict-of-interest, declaration-of-interest, probity, impartiality, panel-member declaration, or equivalent document completed, signed, submitted, or recorded by Amanda Grey in relation to this recruitment process.</li><li>Documents that show whether any actual, potential, or perceived conflict of interest arising from Amanda Grey's participation on the recruitment panel was identified, considered, assessed, discussed, or resolved.</li><li>Documents recording any decision, advice, approval, determination, mitigation measure, or other action concerning Amanda Grey's participation on the recruitment panel in relation to any conflict-of-interest or probity issue.</li><li>The policies, procedures, guidance documents, forms, templates, or other requirements applicable to conflict-of-interest or probity declarations for recruitment panel members during this time.</li><li>The names and positions of panel members and the approving delegate.</li></ol> | CMTEDDFOI2026-233 |

| Ref No           | Page number | Description    | Date       | Status  | Reason for Exemption                    | Online Release Status |
|------------------|-------------|----------------|------------|---------|-----------------------------------------|-----------------------|
| 1                | 1-6         | Referee report | 03/09/2023 | Partial | Sch 2 s2.2 (a)(ii)<br>Sch 2 s2.2(a)(xv) | Yes                   |
| Total No of Docs |             |                |            |         |                                         |                       |
| 1                |             |                |            |         |                                         |                       |

# Referee Report Form

## Instructions for Referees

1. This form may be completed in MS-Word or on a printed copy.
2. The completed form should be provided to the applicant for review and signature prior to being forwarded to the Selection Advisory Committee for consideration in the assessment of the applicant.

## Instructions for Selection Advisory Committees

1. This form is part of the Recruitment Selection Package.
2. This form may be completed in MS-Word or on a printed copy.
3. The completed form, together with any other documents required as part of the Selection Advisory Committee Report, are to be returned to Shared Services.

## Written Referee

This report contains a summary of comments provided by an applicant's referee in support of the applicant's ability to meet the selection criteria. A copy of the completed referee report must be made available to the applicant.

## Verbal Referee

This report may be completed by a member of the Selection Advisory Committee or authorised representative (e.g. scribe). A copy of the report must be provided to the referee for verification and signature. The Selection Advisory Committee will provide the applicant with the opportunity to view the referee report and make comment.

**Note:** The numerical recruitment rating scale should be used (refer to page 4).

| Applicant Details                         |                                                  |                            |
|-------------------------------------------|--------------------------------------------------|----------------------------|
| Family Name:<br>Smith                     | Given Names:<br>William Shane                    |                            |
| Details of Position Applied For           |                                                  |                            |
| Directorate:<br>(directorate)             | Division:<br>WorkSafe ACT                        |                            |
| Branch:<br>Compliance and Operations      | Section:<br>Strategy, Licensing and Compensation |                            |
| Position Title:<br>EBM                    | Classification:<br>SES B1.2                      | Position Number:<br>E01326 |
| Referee Details                           |                                                  |                            |
| Name:<br>Amanda Grey                      | Position Title:<br>Deputy WHS Commissioner       |                            |
| Phone:<br>+61 (02) 6207 2718              | Organisation:<br>Worksafe ACT                    |                            |
| Email:<br>amanda.grey@worksafe.act.gov.au | Relationship to Applicant:<br>current manager    |                            |

**Referee Comments for Selection Criteria**

**Criterion 1:** Leads and values people

Sch 2.2(a)(ii), Sch 2.2(a)(xv)

**Criterion 2:** Shapes strategic thinking

Sch 2.2(a)(ii), Sch 2.2(a)(xv)

**Criterion 3:** Achieves results with integrity

Sch 2.2(a)(ii), Sch 2.2(a)(xv)

**Criterion 4:** Fosters collaboration

Sch 2.2(a)(ii), Sch 2.2(a)(xv)

Sch 2.2(a)(ii), Sch 2.2(a)(xv)

**Criterion 5:** Exemplifies citizen, community and service focus

Sch 2.2(a)(ii), Sch 2.2(a)(xv)

**Criterion 6:** n/a

**Rating:**

Comments:

**Criterion 7:** n/a

**Rating:**

Comments:

**Criterion 8:** n/a

**Rating:**

Comments:

**Criterion 9:** n/a

**Rating:**

Comments:

**Additional Comments**

Sch 2.2(a)(ii), Sch 2.2(a)(xv)

### If Oral Comments Provided

Comments recorded by:-

Name:

Signature:

Date: / /

### Referee

I certify that the above comments are a true and accurate record of my observations.

Name: Amanda Grey

Signature:

Sch 2.2(a)(ii)

Date: 3/09/2023

### Applicant

Name: William Smith

Signature:

Sch 2.2(a)(ii)

Date: 4/9/2023

## Recruitment Rating Scale

| Rating     | Description                                                                                                                                                                                                                                                                                                                                                    | Indicators of Performance                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>5</b>   | <b>Excellent</b>                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|            | <p>The applicant possesses exceptionally well developed and relevant skills and abilities, and the appropriate personal qualities in relation to this criterion, and their performance is outstanding.</p> <p>This is only to be used in cases where exceptional skills have been demonstrated against this criterion.</p>                                     | <p>Is able to perform at high level without direct supervision, for one or more reasons including:</p> <ul style="list-style-type: none"> <li>• excellent job knowledge</li> <li>• exceptionally reliable</li> <li>• considerable demonstrated ability in problem solving and the application of change</li> <li>• appears to deal instinctively and effectively with all matters relating to the position.</li> </ul>                                             |
| <b>4</b>   | <b>Fully Competent</b>                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|            | <p>The applicant possesses highly developed and relevant skills and abilities, and would perform consistently well against this criterion.</p>                                                                                                                                                                                                                 | <p>Would require limited supervision to achieve good results, for one or more reasons including:</p> <ul style="list-style-type: none"> <li>• reliability and responsibility</li> <li>• well developed (sound) job knowledge</li> <li>• able to suggest and initiate improvements</li> <li>• well able to deal with all of the routine and most of the complex matters relating to position.</li> </ul>                                                            |
| <b>3</b>   | <b>Competent</b>                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|            | <p>The applicant possesses well developed and relevant skills, abilities and personal qualities and has demonstrated competency at the required level.</p>                                                                                                                                                                                                     | <p>Would require routine/little supervision to perform at an acceptable level, for one or more reasons including:</p> <ul style="list-style-type: none"> <li>• reasonable/good job knowledge</li> <li>• makes few errors</li> <li>• generally reliable</li> <li>• would require guidance for more complex situations</li> <li>• could carry responsibility but would not seek it</li> <li>• could deal with all routine matters involving the position.</li> </ul> |
| <b>2</b>   | <b>Requires Development/Satisfactory</b>                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|            | <p>The applicant possesses some skills, abilities and personal qualities relevant to the criterion, but is limited on others.</p> <p>The applicant would be able to temporarily perform the duties of the position <u>with close supervision</u>, but would require further training and development to meet the standard required against this criterion.</p> | <p>Would require close supervision to perform at an acceptable level, for one or more reasons including:</p> <ul style="list-style-type: none"> <li>• only basic/general job knowledge</li> <li>• could follow directions but would require frequent checking/follow-up</li> <li>• could deal with most routine matters involving the position</li> <li>• inconsistency with work performance.</li> </ul>                                                          |
| <b>1</b>   | <b>Unsuitable/Unsatisfactory</b>                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|            | <p>The applicant is unable to demonstrate adequate skills, abilities and personal qualities in relation to the criterion.</p> <p>The applicant would not be suitable to perform the duties of the position relevant to the criterion, even on a temporary basis.</p>                                                                                           | <p>Would be unable to perform the duties and would require constant supervision, for one or more reasons, including:</p> <ul style="list-style-type: none"> <li>• limited job knowledge</li> <li>• frequent errors</li> <li>• poor work output</li> <li>• difficult carrying responsibility or solving problems</li> <li>• difficulty dealing with routine matters relating to the position.</li> </ul>                                                            |
| <b>N/A</b> | <b>Not Assessed</b>                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|            | <p>Where the referee was unable to comment on a particular criterion; or the Selection Advisory Committee was unable to determine whether the applicant met the selection criterion from the information provided; or referee comments were insufficient to make an assessment.</p>                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

