

1. Title: Amendment of Directive No. 1/10 - Recruitment and selection

2. Purpose:

- 2.1 This directive supports the implementation and achievement of targeted Government employment-related programs and initiatives, such as those aimed at increasing the number of Indigenous employees across the Queensland Public Service.
- 2.2 Specifically this directive amends Directive No.1/10 – Recruitment and selection as follows:
 - amends the definition of “identified positions” at section 6
 - creates an exemption from advertising for roles to be filled in accordance with a government employment initiative by inserting a new provision under section 7.6 and inserting a corresponding definition at section 6
 - creates an exemption from advertising for roles to be filled in accordance with Chapter 2 of the *Public Service Act 2008* by inserting a new provision under section 7.6.

3. Legislative Provision:

Public Service Act 2008 - Sections 8, 9, 27-30, 53, 98, 119-222, 126, 147 and 148.

4. Effective date: 1 April 2011

5. Directive:

5.1. Section 6: *Definitions* are amended as follows:

- Insert – “**Government employment initiative** - a whole-of-government initiative approved by Government to increase, enhance or improve the employment of a specified group of persons.”
- Omit – “**identified position** - is a position in relation to which it is lawful to discriminate in favour of a person possessing one of the attributes set out in section 7 of the *Anti-Discrimination Act 1991* for any of the purposes contained in sections 25, 104 or 105 of that Act.
- Insert – “**identified role** - is a position in relation to which it is lawful to discriminate in favour of a person possessing one or more of the attributes set out in section 7 of the *Anti-Discrimination Act 1991* for the purpose contained in section 25 of that Act

5.2. Section 7.6: *Exemptions from advertising* is amended as follows:

- Insert -

“(x) to be filled in accordance with a government employment initiative.

(xi) to be filled by a member of an EEO target group defined in section 30 of the *Public Service Act 2008* for any of the purposes contained in sections 25, 104 or 105 of the *Anti-Discrimination Act 1991*.”