



Media Release

Merit Protection Commissioner releases Annual Report 2021-22

The Merit Protection Commissioner's (MPC) Annual Report for 2021-22 has been tabled in the Australian Parliament. The report shows the positive impact the MPC has made across the Australian Public Service (APS).

During 2021-22 financial year the MPC received, under the [Review of Action Scheme](#), 996 applications from APS employees seeking a merits review. This review is for a decision that affected their employment such as a [promotion decision](#) or [workplace decision](#). Of the 996 applicants, 576 requested the review of a promotion decision and 130 covered a range of other workplace decisions.

The report shows the MPC met its deadlines in more than 80% of review of workplace decisions, and 83% of review of promotion decisions.

The results of the report shows the positive impact the MPC consistently provides to the APS, making sure it is a valuable and fair system under Section 33 of the *Public Service Act 1999*.

The Merit Protection Commissioner, Ms Linda Waugh, said that her office is proud to independently support an APS that is underpinned by merit, integrity, accountability and transparency. Ms Waugh says the MPC's core functions serve 2 key objectives to make sure:

1. No employee is subject to an unfair or wrong action or decision.
2. The APS is a career-based organisation that makes fair employment and promotion decisions.

“In addition to meeting these core objectives, my office also discovered the [Review of Actions] scheme can detect unintentional issues with the application of the **merit principle**. This often applied in newly designed selection processes that involved artificial intelligence (AI) and automated technologies. This led to a number of recruitment decisions being over turned by the MPC.”

“As a result, the MPC sponsored an APS graduate project to design guidance for APS agencies to use AI and automated technologies selection assessment tools that follow the merit principle.” – Ms Linda Waugh.

The annual report highlights the key achievements for the last financial year:

- » increased engagement with key stakeholders, delivering more resources to both employees and agencies by providing more training and information sessions and enhancing our website content

- » increased assistance to APS employers by providing a range of recruitment and employment services
- » effectively managed the challenge of a surge in applications for promotion review applications
- » launched a new website which included refreshed content and improved user experience for stakeholders.

You can view the Merit Protection Commissioner's Annual Report 2021-22 on our [website](#)