1. In June 2008, the Service Delivery and Performance Commission (SDPC) completed a performance review of the Department of Employment and Industrial Relations (DEIR) and a review of the roles and responsibilities of Queensland Government agencies in the administration of workplace health and safety (WHS) regulation as part of its 2007-2008 Work Program.
2. The review of DEIR found that the Department had a strong record of service delivery over recent years and in most areas, good working relationships exist with the external Boards and Committees. The review identified the need for greater management transparency, clearer expectations of staff performance, improved communication and consultation, and more consistent approaches to staff development, training and staff workloads. The most pressing internal issue currently facing the Department is to strengthen the leadership capability within Workplace Health and Safety Queensland. Similar issues were identified in a previous organisational review of Workplace Health and Safety Queensland initiated by the Department in November 2007. The SDPC recommends implementation of the recommendations made in this review.
3. The review of WHS regulation was initiated in response to concerns that multiple agencies and multiple regulatory frameworks may be compromising the Government’s ability to effectively administer WHS regulation to enhance protection in the workplace. The review concludes that there is a need for strengthened whole-of-government governance arrangements.
4. The findings and recommendations of both reviews are supported subject to the amendment of some implementation timeframes.
5. Cabinet noted the findings and recommendations of the Service Delivery and Performance Management Review of the Department of Employment and Industrial Relations.
6. Cabinet noted the findings and recommendations of the Service Delivery and Performance Commission Review of the Roles and Responsibilities of Queensland Government Agencies in the Administration of Workplace Health and Safety Regulation.
7. Cabinet endorsed the Government’s responses to the recommendations of both reviews.
8. Cabinet approved the tabling of the Service Delivery and Performance Commission reports, the Workplace Health and Safety Queensland Organisational Review, and the Government’s responses in the Legislative Assembly.
9. *Attachments*

* [Service Delivery and Performance Management Report on the Review of the Department of Employment and Industrial Relations](Attachments/SDPC%20review%20DEIR.pdf)
* [Queensland Government Response to above report](Attachments/Response%20SDPC%20review%20DEIR.pdf)
* [Department of Employment and Industrial Relations Workplace Health and Safety Queensland Organisational Review](Attachments/WHS%20review.pdf)
* [Queensland Government Response to above report](Attachments/response%20WHS%20review.pdf)
* [Service Delivery and Performance Commission Report on the Review of the Roles and Responsibilities of Queensland Government Agencies in the Administration of Workplace Health and Safety Regulation](Attachments/SDPC%20review%20WHS%20regulation.pdf)
* [Queensland Government Response to above report](Attachments/Response%20SDPC%20review%20WHS%20regulation.pdf)