



1 March 2023

Dear Michael,

**Re: Station Officer Application Program**

I am writing to you in relation to the recent Station Officer Application [Station Officer Program 00009DQK].

The FBEU have been contacted by numerous members regarding the process, in particular the expectation set through the advertisement process regarding interviews and the transparency of assessment of applications and processes from review.

There have been a number of issues regarding this application process has been brought to the FBEUs attention:

1. Word count: it has been brought to the FBEU's attention that advice on SharePoint and the application details have extremely varying descriptions of the expected word count for the application process. This was varied from 500 words to 4000 characters. Naturally, the people who understood the assignment to suggest 4000 words were put at an advantage.
2. 120 people: it is understood that the advertisement for this role was to take in 120 for interview. It is understood that only 90 people are being progressed. As this advertisement has suggested that a pool is to be created, the FBEU sees no reason why the full 120 people cannot be interviewed.
3. It is also concerning that it has only taken 3-4 days to go through 120+ applications. This does not appear to demonstrate a well thought out, transparent and adequate process.
4. Any application process in which an employee is unsuccessful for a role should be advised of their review rights in their rejection notification and ideally be provided with feedback in sufficient time for them to properly consider if they wish to exercise these rights.

Given the concerns and issues raised the FBEU would propose that all 121 applicants be progressed to interview (which would be in accordance with the advertised number that were originally proposed to be interviewed) and consider a merit selection based on application, resume, interview and experience as a totality.

We are happy to meet and discuss this proposal and likewise, as discussed by phone, we would also propose the parties undertake a review of the actual criteria and scoring for the application process to provide us with a more fulsome information in regards to this process.

If you could please advise of your availability to meet as soon as possible next week to further discuss that would be much appreciated.

Yours sincerely

Leighton Drury  
State Secretary