



## Integrity in Public Service

The *Integrity in Public Service* online course is an engaging approach to integrity education that inspires public sector employees to take pride in their roles serving the Tasmanian community.

It is straightforward for organisations to adopt, free to access and easy for employees to use.

### Course contents

The Integrity Commission has designed the course to:

- ▼ support your organisation to meet integrity training obligations under section 32 of the *Integrity Commission Act 2009* (Tas)
- ▼ promote discussion about integrity in the workplace by introducing these core concepts:
  - ▽ Pride in Public Service
  - ▽ Role of the Integrity Commission
  - ▽ Good Decision Making, and
  - ▽ Misconduct Risks.
- ▼ provide an opportunity for employees to reflect on and feedback to your organisation their perceptions of:
  - ▽ key misconduct risk areas, and
  - ▽ strengths and areas for improvement in the identification, prevention and management of misconduct and misconduct risks.
- ▼ provide an opportunity for us to gauge public sector employees' feelings about working in the Tasmanian public sector through questionnaires about the employee's:
  - ▽ workplace pride and respect, and
  - ▽ views about the work of the public sector generally.

## Designed for the Tasmanian Public Sector

Drawing on our decade of insight and consultation, the course is uniquely Tasmanian.

Users select one of 20 sector/role pathways through each of the modules. Each pathway provides relevant content, including written and video scenarios.

### Sector

Employees identify which of the five public service sectors they work in:

- ▼ Tasmanian State Service
- ▼ Local Government
- ▼ Government Business Enterprise
- ▼ State-owned Companies
- ▼ Tertiary Education Providers

### Role

Employees then choose one of four roles:

- ▼ Team Member
- ▼ Manager
- ▼ Senior Leader
- ▼ Registered Professional (employees with responsibilities to a professional association)

The role of volunteers is acknowledged, but we do not identify volunteers as a separate role. The content in the pathway for 'Team Member' is likely best suited to volunteers working in your organisation.

## Key features

### Ease of delivery

We facilitate the delivery of the course for your organisation via our Learning Management System. There is no cost to access the course.

### Enrolment

For the reporting functionality to work most effectively, we create user accounts in groups or cohorts. Each cohort will have a defined period of access to ensure that relevant data is collected. Data will be used to inform future integrity and misconduct prevention measures for your organisation.

### Hardware requirements

Employees can access the *Integrity in Public Service* online course using a desktop computer, tablet or mobile. However, it is best accessed from a desktop computer. We recommend the use of headphones.

## Software

The online course has been optimized for Chrome but will function on Firefox and other web browsers.

## Accessibility

Each module offers a closed caption option and audio narration, as well as audio in the videos.

## Flexibility

With around 45-60 minutes of content, employees can complete it at their own pace anytime, anywhere.

## Interactive, engaging and relevant

Using known public sector misconduct risks in written and video scenarios in the modules ensures they are relevant and topical for your employees.

## Certification

A Certificate of Completion in pdf format is made available to the user on completion of the course.

## Reporting

### *Completion reporting*

We can provide you with completion reports as required.

### *Evaluation summary*

The course concludes with a comprehensive evaluation and research survey. Responses to this anonymous survey are aggregated and will form the basis of a summary report for your organisation.

## Implementing the course

Our Prevention team will work with you to implement the online course.

We can provide:

- ▼ advice on communications and messaging
- ▼ set up
- ▼ help desk support
- ▼ monitoring engagement, and
- ▼ collection and analysis of anonymised survey responses.

## Long-term outcomes

The Prevention team will work with you to develop a long-term strategy for integrity education that meets the needs of your organisation and your legislated obligations. We can conduct a review and analysis of your organisation's:

- ▼ data collected in the course
- ▼ relevant policies, practices and procedures
- ▼ employee or organisation survey information and employee demographics, and
- ▼ planned and completed integrity activities, training and initiatives.

Combined with our research on key misconduct risks and prevention, we will advise you on possible future integrity and misconduct prevention measures for your organisation.

## Next steps

### Watch the trailer

For a brief overview of the course, please watch the trailer online at:

<https://vimeo.com/445115590/6c93e8d207>

### Contact us

To view the course or discuss implementing it for your organisation, contact our Misconduct Prevention team on 1300 720 289 or at [prevention@integrity.tas.gov.au](mailto:prevention@integrity.tas.gov.au)



### The Commission can help

We are available to provide support and assistance with identifying, reporting, investigating, managing and preventing misconduct: [prevention@integrity.tas.gov.au](mailto:prevention@integrity.tas.gov.au) or 1300 720 289.

For more Misconduct Prevention resources go to [www.integrity.tas.gov.au/resources](http://www.integrity.tas.gov.au/resources)