



Integrity Matters

Welcome to Issue 19 of Integrity Matters. In this edition we highlight a recently tabled report about gifts, benefits and hospitality, profile our revitalised Investigating Misconduct training and offer an update on the lobbying reform project.

Read through to the end to find out how we name our investigations!



Results of State Service gifts and benefits audit made public

Ongoing misconduct risks related to State Service employees accepting gifts, benefits and hospitality have been highlighted in an Integrity Commission audit report tabled in Parliament on 16 November 2023.

The Commission's Oversight and Compliance team conducted an audit of State Service agencies' public gifts and benefits registers to determine whether the whole-of-government Gifts, Benefits and Hospitality Policy 2016 is achieving its objectives.

Overall, the report describes the Policy as a valuable initiative, commending the agencies that have adopted it. However, the report also warns there are areas for improvement, focusing on circumstances where gifts were accepted.

In response to the report, the Head of the State Service, Jenny Gale, has undertaken to amend the Policy to encompass the 4 recommendations made in the report, and also to incorporate the 4 good practice reminders that the Commission has suggested. This indicates the value of the Commission's work.

Click [here](#) to read the full media release and [here](#) to read the report.

Learn how to investigate misconduct in your workplace

Our Investigating Misconduct training is back by popular demand. Jointly delivered by our Operations and Education and Engagement teams, this training equips public sector employees to respond to allegations of misconduct in workplaces. The sessions have been designed to complement the [Guide to Managing Misconduct](#).



By the end of the course participants can:

- identify the core elements of a preliminary assessment
- define factual and misconduct allegations
- draft an investigation plan
- plan for an interview
- identify best practice in investigation report writing

Following the course, one participant commented: 'I thought the sessions and exercises were very well thought through and the content was easy to follow. The trainers were excellent, and the take home resources are exemplary'.

All current sessions are fully subscribed, but if you'd like to register your interest in attending future sessions, please click [here](#):

An update on lobbying reform in Tasmania

Following extensive consultation and research, the proposed model for lobbying was released for public comment in June. The Commission called for a final round of submissions, which have now been reviewed and commented on by our Board.

Aspects of the review include:

- extending the definitions of ‘lobbyist’, ‘lobbying activities’ and lobbyists’ obligations,
- expanding the information to be provided by lobbyists,
- a proposal for a contact disclosure log which would allow the public to review the details of lobbying activity (who, when, nature of activity), and
- recommending a ban on gift giving and success fees.

A new lobbying code of conduct will be implemented no later than January 2025. Over time, the new code may also be enshrined in legislation.

[This page](#) includes all the relevant information about the review.

New page makes it easy to review recommendations

New pages on the Commission’s website explain our [Oversight and Compliance](#) function and list outstanding and recently implemented [recommendations](#) arising from our investigations and other research.

Triannual report released

We’re committed to keeping our reporting on our operational and educative work as current as possible. Read the most recent statistics in the latest report, now available [here](#).

A report by any other name...

Have you ever wondered how the Integrity Commission decides on its investigation names? As you can see on our open matters page, every matter that is accepted by the Commission for assessment or investigation is assigned a unique name.

Every name has one thing in common – they are also Tasmanian mountains! Not only does this naming convention provide a shorthand for referencing matters, it’s also a way to honour lutruwita, the beautiful place where we live and work.

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