

INTEGRITY MATTERS



From the Chief Executive Officer

In the final sitting week for 2018, both Houses of Tasmania's Parliament adopted a code of conduct to apply to their members.

The Integrity Commission first recommended a code of conduct to apply to Members of Parliament in 2011. Prior to that, it was recommended by the Joint Select Committee on Ethical Conduct in its 2009 final report, which also recommended the establishment of the Integrity Commission.

Since that time, the Commission has continued to work with the Joint Standing Committee on Integrity, and the Parliamentary Standards Commissioner Reverend Father Michael Tate, towards the adoption of a code.



On 30 November 2017 the Joint Standing Committee on Integrity published a further report recommending as follows:

A comprehensive Code of Conduct, with reference to the Integrity Commission's 2016 Draft Code of Conduct, is pursued as a matter of priority in the next term of government with a view of implementing a comprehensive code for Members of Parliament in both Houses by the end of 2018.

It is very pleasing to see that this recommendation has now been successfully implemented.

Richard Bingham
Chief Executive Officer

Increased transparency in annual report

The Commission is committed to increasing the transparency of its operational work. We recognise how public confidence in our operations can be bolstered through an increased understanding of our assessments and investigations.

When releasing information we are mindful of striking the right balance between transparency and confidentiality, and we ensure that the information we release is appropriately de-



identified where it is necessary to do so.

This year our [annual report](#) provided case summaries of every assessment and investigation conducted and finalised during the last financial year. The list of 13 investigations and 26 assessments highlights the diversity of the complaints we consider, and the significant analysis we apply to each misconduct matter.

[Read the full article ...](#)

Procurement and perceptions: managing employee interests

All public sector employees have a responsibility to declare and manage conflicts of interest. This promotes accountability, transparency and trust in our processes, and minimises the chance of inaccurate perceptions being formed.

Declaring and managing conflicts of interest is particularly important for people involved in procuring goods and services. Perceptions are easily formed, can be hard to reverse, and potentially result in loss of confidence in procurement processes and the public sector more generally. Conflicts of interest can be perceived not only by the community, but also by colleagues within your – or another – organisation or by participants in the procurement process itself.

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We can help you meet your ethics training needs

The needs of each Tasmanian public sector organisation can differ significantly in meeting obligations of the *Integrity Commission Act 2009* to provide training and education in ethical conduct.

The Commission recognises this and can help organisations to develop a program that best suits their needs, drawing from its suite of education resources and developing tailored solutions.



Anyone who would like support in reviewing a current ethics training approach or in developing an integrated training package for your organisation is invited to contact the MPER team on 1300 720 289 email MPER@integrity.tas.gov.au.

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Political donations in Tasmania

The Commission was pleased to see a review of the *Electoral Act 2004* being undertaken this year through the Department of Justice. The community consultation component of this review closed in late July 2018. The Commission [made a submission](#) to this review in regard to the second Term of Reference, which asked “whether state-based disclosure rules should be introduced, and, if so, what they should include”.

Tasmania is currently the only Australian state that does not have state-based legislation regulating the disclosure of gifts and donations to political parties.

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Secondary employment: identifying and managing the risks

Secondary employment occurs when a public sector employee engages in work outside their organisation for remuneration or in-kind benefit, such as:

- working for another employer in the private or public sector
- running your own business
- undertaking consulting, a private professional practice, other occupation or trade
- holding other positions with local, state or commonwealth organisations, and
- voluntary work in return for benefit.

The Commission can support your organisation in both the identification and implementation of prevention strategies to manage secondary employment risks. If you would like to discuss how, please contact the Commission on 1300 720 289 or email MPER@integrity.tas.gov.au.

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