



Invitation to attend a cricket match

Authorised employees attend a cricket match at the invitation of a CEO they have interactions with at work. What could happen next?

The story

In December 2011, three employees of Agency L – who worked in a team focusing on investment in Tasmania – were offered the opportunity to attend a cricket test match at Bellerive Oval.

The invitation from an international company included lunch and was held on a weekday. According to the employees, the day was to be hosted by the CEO of the company, and represented an ‘excellent investment attraction, aftercare and networking opportunity’.

This particular company has been the beneficiary of significant state and federal grants, and Agency L’s 2012–13 annual report states, ‘We also helped [the company] by providing \$850 000 towards its expansion infrastructure costs.’ In its 2011-12 annual report, Agency L ‘formally recognised’ the company as a ‘Tasmanian Employer of Choice’.

All three employees were approved to attend the cricket match.

As part of a subsequent investigation, the Integrity Commission issued the company with a notice to produce records. The company indicated that they had some records of the event, but none of the emails of the company’s attendees on the day held any information about the event. Company staff could only name one of the three agency attendees at this event, which was supposedly about building networks and relationships.

Questions

1. List all of the ethical issues around this situation.
2. Did the employees have an ethical obligation to decline the offer?
3. Did the employer have an ethical and managerial obligation to decline their request to attend the cricket match?
4. Why was the cricket match not 'sufficiently connected' to the employees work?
5. How culpable, if at all, is the manager who approved the employees attending the cricket match?
6. Is it possible that this agency had a systemic lack of controls to allow this misconduct to occur?
7. Why is it important to understand exactly how this misconduct occurred?
8. In terms of controls and governance, what might the public authority do to prevent this from occurring again?
9. Is there anything else the public authority should consider?



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 or 1300 720 289.

For more Misconduct Prevention resources go to www.integrity.tas.gov.au/resources