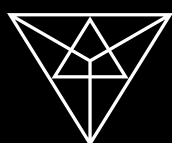


INTEGRITY COMMISSION ANNUAL REPORT

2022–2023



INTEGRITY
COMMISSION
TASMANIA

19 October 2023

Essential to ensuring trust in Government

This report and further information about the Commission is available at
www.integrity.tas.gov.au

ISSN: 2204-6119 (electronic copy)

Contact the Integrity Commission

Our business hours are 9am to 4:30pm, Monday to Friday

1300 720 289

199 Macquarie St

Hobart Tasmania 7000

GPO Box 822

Hobart Tasmania 7001

contact@integrity.tas.gov.au

prevention@integrity.tas.gov.au

www.integrity.tas.gov.au

We acknowledge and pay our respects to Tasmanian Aboriginal people as the traditional owners of the Land upon which we work. We recognise and value Aboriginal histories, knowledge and lived experiences, and commit to being culturally inclusive and respectful in our working relationships with all Aboriginal people.

LETTERS OF TRANSMITTAL

Letter to the Presiding Officers

President of the Legislative Council

Speaker of the House of Assembly

Dear Mr President

Dear Mr Speaker

Annual report for 1 July 2022 to 30 June 2023

In accordance with section 11(1) of the *Integrity Commission Act 2009* (Tas), we are pleased to present the *Integrity Commission Annual Report 2022–23* to Parliament. The report outlines the Commission's finances and business activities for the year ending 30 June 2023.

Yours sincerely

Greg Melick, AO SC

Chief Commissioner



19 October 2023

Michael Easton

Chief Executive Officer



Letter to the Minister for Justice

Hon Guy Barnett MP

Attorney-General

Minister for Justice

Dear Minister

Annual report for 1 July 2022 to 30 June 2023

In accordance with section 36 of the *State Service Act 2000* (Tas) and section 26 of the *Financial Management and Audit Act 1990* (Tas), I am pleased to present the *Integrity Commission Annual Report 2022–23* for the year ending 30 June 2023.

Yours sincerely

Michael Easton

Chief Executive Officer



19 October 2023

CONTENTS

Sections

Letters of Transmittal	3
Foreword	5
Section 1 About the Commission	8
Section 2 Complaint handling	16
Section 3 Investigating misconduct	21
Section 4 Oversight and Compliance	32
Section 5 Police oversight program	38
Section 6 Investing in prevention and education	40
Section 7 Capability and resources	47
Section 8 Financial statements	53
Appendix A.	
Summaries of investigations and assessments concluded in 2021-22	86
Matter summaries Investigations	86
Matter summaries Assessments	90

Tables

Table 1. Board meeting attendance 2022-23	12
Table 2. Complaints registered	16
Table 3. Triage outcomes for complaints	17
Table 4. Reasons for dismissing complaints at triage	18
Table 5. Public Interest Disclosures	19
Table 6. Number of assessments undertaken and concluded	20
Table 7. Concluded assessment outcomes	20
Table 8. Complaint investigations commenced and concluded	22
Table 9. Own-motion investigations commenced and concluded	22
Table 10. Concluded investigation outcomes	23
Table 11. Complaints by complainant details	27
Table 12. Use of statutory powers during assessments and investigations	29
Table 14. Liaison with a prosecution authority	30
Table 15. Notifications registered	33
Table 16. Outstanding referrals	36
Table 18. Online module completions by sector (participants)	42
Table 19. Training delivery (totals)	42
Table 20. Training delivery by region (sessions)	43
Table 21. Training delivery by sector (participants)	43
Table 22. Confidential misconduct prevention advice provided	44
Table 23. Register of publications released	45
Table 24. Register of submissions prepared	46
Table 25. Work health and safety incident reports received	48
Table 26. Workers' compensation claims received	48
Table 27. Index of compliance responsibilities	50

Figures

Figure 1. Organisation chart at 30 June 2023	13
Figure 2. Complaint handling flowchart	16
Figure 3. Main type of misconduct alleged in complaints and information reports closed	24
Figure 4. Types of misconduct alleged in closed complaints	25
Figure 5. Business activity in complaints and information reports closed	26
Figure 6. Public authorities referenced in closed complaints	28
Figure 7. Main type of misconduct alleged in notifications and police notifications closed	34
Figure 8. Business activity in notifications and police notifications closed	35

FOREWORD

Throughout 2022-23, we enhanced key aspects of our operational program, and further consolidated our proactive education and engagement approach. Engagement with public sector authorities and employees remains the most effective way to improve ethical conduct and prevent misconduct in the future.

Building on initial research and consultation in the previous year, substantial policy and research work continued on our lobbying reform project. We released a proposed model for reform guided by the principles of transparency, accountability and the enhancement of public trust in government. We have had strong stakeholder engagement and interest in this project.

We are confident that our proposed model will align Tasmania's lobbying system with national and international best practice. Successful implementation will be contingent on resourcing for administration, education and implementation of systems to support increased transparency.

We increased the transparency of our own operations by preparing and issuing Triannual Reports. The reports provide a quantitative overview of operational matters, as well as our education and engagement activities. This initiative is a substantial enhancement to our regular reporting, and includes both new categories of reporting, and improved graphical representation of our activities.

Our Operations Unit dealt with a near-record number of complaints over the year, resulting in 26 assessments and 4 investigations being completed. We now have a dedicated Research Officer to assist with research into misconduct risks and management responses, with research undertaken in parallel with our misconduct investigations.

This provides the opportunity for recommendations on improvements to legislation and/or policy based upon good practice in other jurisdictions, and leads to tangible outcomes for government and public sector authorities.

Building upon progress in the previous year, we increased our focus on oversight and compliance of the management of misconduct, including an improved process for monitoring and reviewing notifications and referrals of matters. This directly links to our legislated responsibility to assist public authorities to deal with misconduct, and helps us to identify trends across the public sector.

As continued evidence of the strength of our collaborative approach, we received 68 misconduct notifications from public authorities on matters with which they are dealing. Notifications provide us with a view into misconduct risks and trends, and help us to evaluate the capacity of individual authorities to deal with misconduct. This can lead to better education initiatives for authorities and training for their employees.

To this end, we have undertaken a review of our highly successful *Guide to managing misconduct in the Tasmanian public sector* and associated training program. The new guide and training sessions are planned for re-launch in September 2023.

We continue to engage with the Government on critical amendments to our legislation. The amendments largely arise from the *Independent review of the Integrity Commission Act* undertaken in 2016, and we are frustrated at the time it has taken for these to eventuate. We have added additional matters to be considered by Government, and look forward to these amendments being considered by the Parliament.

We are now more than halfway into our 3-year education and engagement program, funded by the Government in 2021. The success of this program has been characterised by proactive and detailed engagement with stakeholders, resulting in educational material

that is tailored to the audience, both in mode of delivery and content. Plans are underway to further enhance the reach of this program.

In order to continue delivering strong outcomes consistent with what Parliament expected of us, it will be critical that we are adequately resourced into the future. This includes our education activities, but also relates to our need to properly investigate misconduct and oversight how public authorities deal with misconduct. We also have additional administrative and compliance needs through management of the Tasmanian Government Lobbying Code of Conduct, and Lobbyists' Register.

The next year represents a critical juncture in our continuing development, allowing us to build on our experience to date, and to continue to take a proactive and collaborative approach to enhancing ethical conduct and preventing misconduct across the Tasmanian public sector.

Greg Melick, AO SC

Chief Commissioner



Michael Easton

Chief Executive Officer



SNAPSHOT

181	misconduct complaints received
68	notifications of misconduct received from public authorities
26	assessments and 4 complaint investigations concluded
59	misconduct matters referred to public authorities for action
81	occasions when statutory powers of investigation were used
6	public reports released in the public interest
954	public officers and elected representatives from 10 public authorities engaged in integrity training and education
1846	participants from 20 public authorities completed the self-paced online <i>Integrity in Public Service</i> module
65	misconduct awareness and prevention workshops and presentations delivered

SECTION 1

ABOUT THE COMMISSION

The Commission is an independent state authority entrusted by the Tasmanian community to support an ethical and responsible public sector

The Integrity Commission (the Commission, we, our) is an independent statutory authority established in 2010 by the *Integrity Commission Act 2009* (Tas) (the Act). Under the Act, our objectives are to:

- improve the standard of conduct, propriety and ethics in public authorities in Tasmania
- enhance public confidence that misconduct by public officers will be appropriately investigated and dealt with, and
- enhance the quality of, and commitment to, ethical conduct by adopting a strong educative, preventative and advisory role.

We do this by:

- educating public officers and the public about integrity
- assisting public authorities to deal with misconduct
- dealing with allegations of serious misconduct or misconduct by designated public officers, and
- making findings and recommendations in relation to investigations.

Our strategic plan

The *Integrity Commission Strategic Plan 2021–24* sets out the goals and strategies for progressing the objectives of the Act and developing our capability. Our progress against the plan is outlined in this report.

Our values

Our statement of values establishes the behaviours that are most important to us as an organisation:

- Respect
- Accountability
- Professionalism
- Collaboration
- Trust

The values underpin our guiding statement:

The Integrity Commission always acts independently and in the public interest.

We strive to be a positive influence and an agent for change within the public sector.

GOVERNANCE

The Act establishes the offices of the Chief Commissioner and Chief Executive Officer. These roles have wide-ranging responsibilities, and set our strategic and operational directions.



Chief Commissioner

Greg Melick, AO SC

Greg Melick chairs the Board of the Integrity Commission. Greg practises as a barrister and mediator in jurisdictions in both criminal and civil matters, and holds several concurrent positions. They include: National President of the Returned and Services League Australia, Deputy President of the Commonwealth Administrative Appeals Tribunal (part-time), and Special Investigator for Cricket Australia.

He is a former Principal Crown Counsel and Statutory Member of the National Crime Authority and the New South Wales Casino Control Authority. Greg also served as a Major General in the Australian Defence Force.

BOARD OF THE COMMISSION

The role of the Board is set out in the Act. The Board comprises the Chief Commissioner as Chair and 3 appointed members. It ensures that the Commission performs its functions appropriately and exercises its powers in accordance with the objectives of the Act.



Luppo Prins, APM

A former Assistant Police Commissioner, Luppo Prins had a 42-year career in policing. He was awarded the National Police Medal, the Australian Police Medal for Outstanding Service, and the Commissioner's Integrity Medal.

Since retiring from Tasmania Police in 2005, Luppo has conducted major independent investigations and reviews for the Department of Justice and the Department of Health.

Board Member


Phil Foulston

Former Director and member of the executive of the Department of Premier and Cabinet, Phil Foulston worked in the public sector for almost 30 years. He has substantial experience as a senior administrator, adviser and manager within a policy and regulatory framework in the complex political, social and organisational environment of a central government agency.

His key responsibilities included the machinery of government, constitutional administration, general governance, and corporate services. Before joining the public sector, he was a human resource management practitioner in the UK aluminium industry. He has a Bachelor of Science with Honours from the University of Tasmania.

Board Member



Robert Winter

Rob Winter was admitted as a barrister and solicitor of the Supreme Court of Tasmania and the High Court of Australia in 1989. After extensive experience in prosecutions and insurance litigation, he joined an international loss adjusting practice in 1995. Since then, he has investigated and reported on wide-ranging employment and liability matters.

He was a member of the Anti-Discrimination Tribunal from 2013-21, and since 2017 has been a member of the Code of Conduct Panel established under the *Local Government Act 1993*. Since 2021 he has been an Ordinary Member of the Tasmanian Civil and Administrative Tribunal, sitting in the General Division (Anti-Discrimination Stream) and the Protective Division (Guardianship Stream).

Board Member



Michael Easton

Michael Easton has led the Commission since April 2020.

With a public sector career spanning more than 25 years, he has held management positions in State and local government sectors. He was admitted as a barrister and solicitor to the Supreme Court of Tasmania and holds qualifications in law and science from the University of Tasmania and Macquarie University.

Chief Executive Officer

BOARD MEETING ATTENDANCE

Table 1. Board meeting attendance 2022–23

Meeting dates	Attendees	Absent
2022		
6 July	Greg Melick Phil Foulston Luppo Prins Rob Winter	Nil
3 August	Greg Melick Phil Foulston Luppo Prins Rob Winter	Nil
13 October	Greg Melick Phil Foulston Luppo Prins Rob Winter	Nil
14 December	Greg Melick Phil Foulston Luppo Prins Rob Winter	Nil
2023		
23 March	Greg Melick Phil Foulston Rob Winter	Luppo Prins
5 April	Greg Melick Phil Foulston Luppo Prins Rob Winter	Nil
4 May	Greg Melick Phil Foulston Luppo Prins Rob Winter	Nil

OUR STRUCTURE

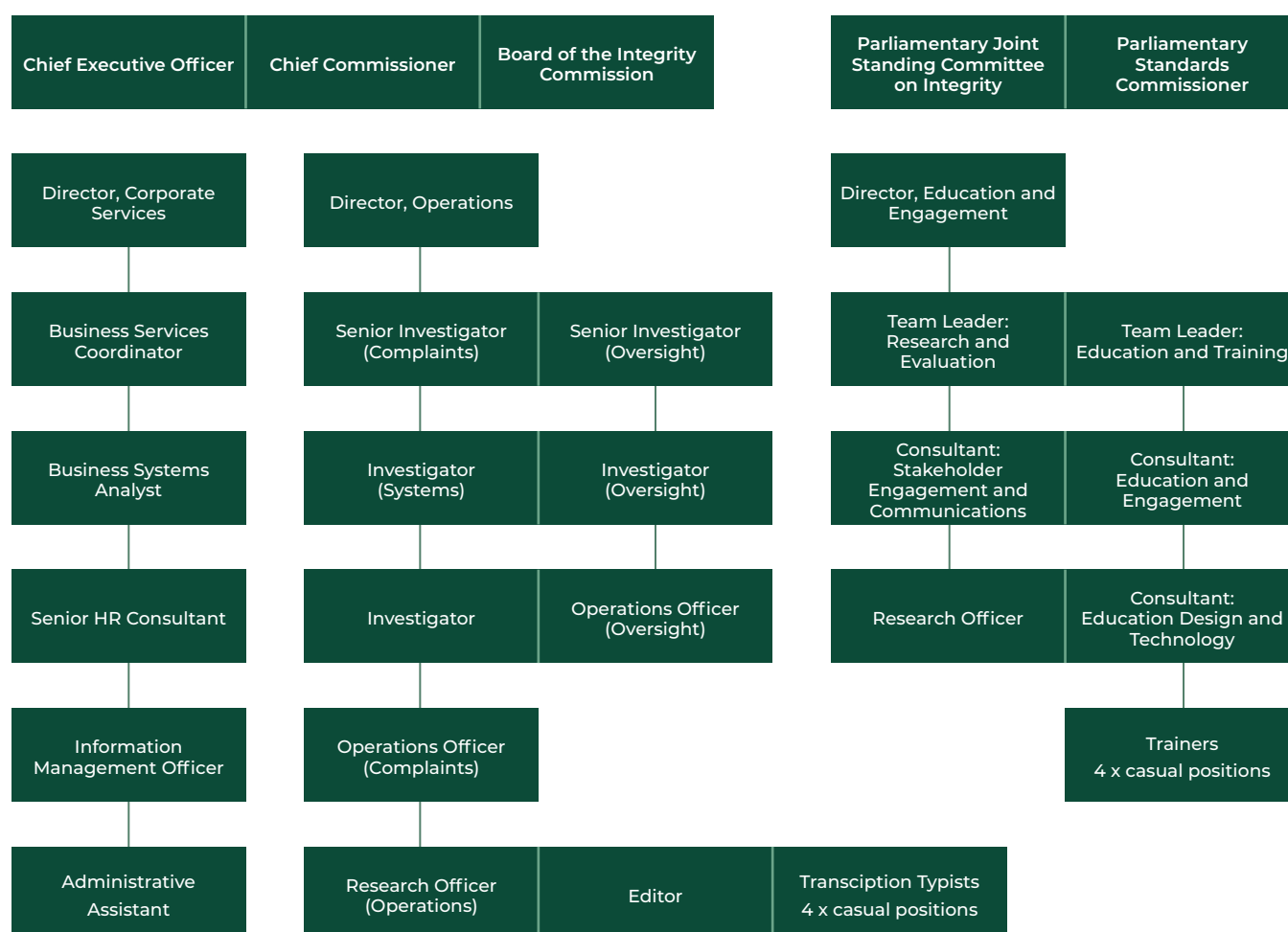
Organisation chart

Figure 1 shows our structure as at 30 June 2023. It includes the Parliamentary Joint Standing Committee on Integrity and the independent statutory office of the Parliamentary Standards Commissioner, both of which are established by the Act.

We employed additional casual employees to deliver training, and to transcribe audio recordings of interviews.

During the reporting period, we authorised 1 public officer under section 21(6) of the Act to assist with our investigative work, and 2 public officers under section 21(2) to assist with an inquiry undertaken by an integrity tribunal.

Figure 1. Organisation chart at 30 June 2023



Business Units

We have 3 business units: Operations; Education and Engagement; and Corporate Services. As a small organisation, we work with a high degree of cross-team collaboration. All employees make a substantial contribution to the effectiveness of the Commission.

Operations

The Operations Unit is responsible for our complaint handling, oversight and compliance, and investigative functions. The unit handles all allegations of public sector misconduct and conducts own-motion investigations, as directed by the Board, as well as our police oversight program.

Education and Engagement

The Education and Engagement Unit progresses our objective of increasing public sector capacity to prevent and respond to misconduct risks. It does this through education, advice and support. The Unit is also responsible for our communications and media portfolio and administration of the Tasmanian Lobbying system.

Corporate Services

The Corporate Services Unit oversees the management and continuous improvement of our business practices. This includes managing our budget, financial reporting, information, records, office facilities, and providing secretariat support to the Executive.

Relationship with Parliament

We operate independently of Government. We do not receive direction from any Minister or other public authority. Under the Act, we are accountable to the Parliament of Tasmania through the Parliamentary Joint Standing Committee on Integrity (the Joint Committee).

Joint Standing Committee on Integrity

The Joint Committee is established pursuant to section 23(1) of the Act. Its role involves monitoring, reviewing and reporting upon the functions, and matters relevant to the performance, of integrity entities in Tasmania, including the Commission.

The Joint Committee consists of 6 members of Parliament, 3 each from the Legislative Council and House of Assembly. As at 30 June 2023 the membership of the Joint Committee was:

Legislative Council

- Hon Rob Valentine MLC, Chair
- Hon Rosemary Armitage MLC, Deputy Chair
- Hon Jo Palmer MLC

House of Assembly

- Ms Michelle O'Byrne MP
- The Speaker, Hon Mark Shelton MP
- Hon Nic Street MP

The role of Deputy Chair changed from Ms Palmer to Ms Armitage on 22 November 2022.

We met with the Joint Committee twice during the reporting period, in accordance with our inter-agency protocol.

Office of the Parliamentary Standards Commissioner

The Office of the Parliamentary Standards Commissioner is a statutory office established under the Act. The Commissioner operates independently of the Commission and provides advice on conduct, propriety and ethics to members of Parliament and to us.

The Hon Sue Smith AM was appointed Parliamentary Standards Commissioner on 20 September 2021 for a 5-year term.

SECTION 2

COMPLAINT HANDLING

Complaints are critical to shining a light on public sector misconduct, assisting us to both investigate and prevent misconduct

Making a complaint about misconduct to us helps to ensure that:

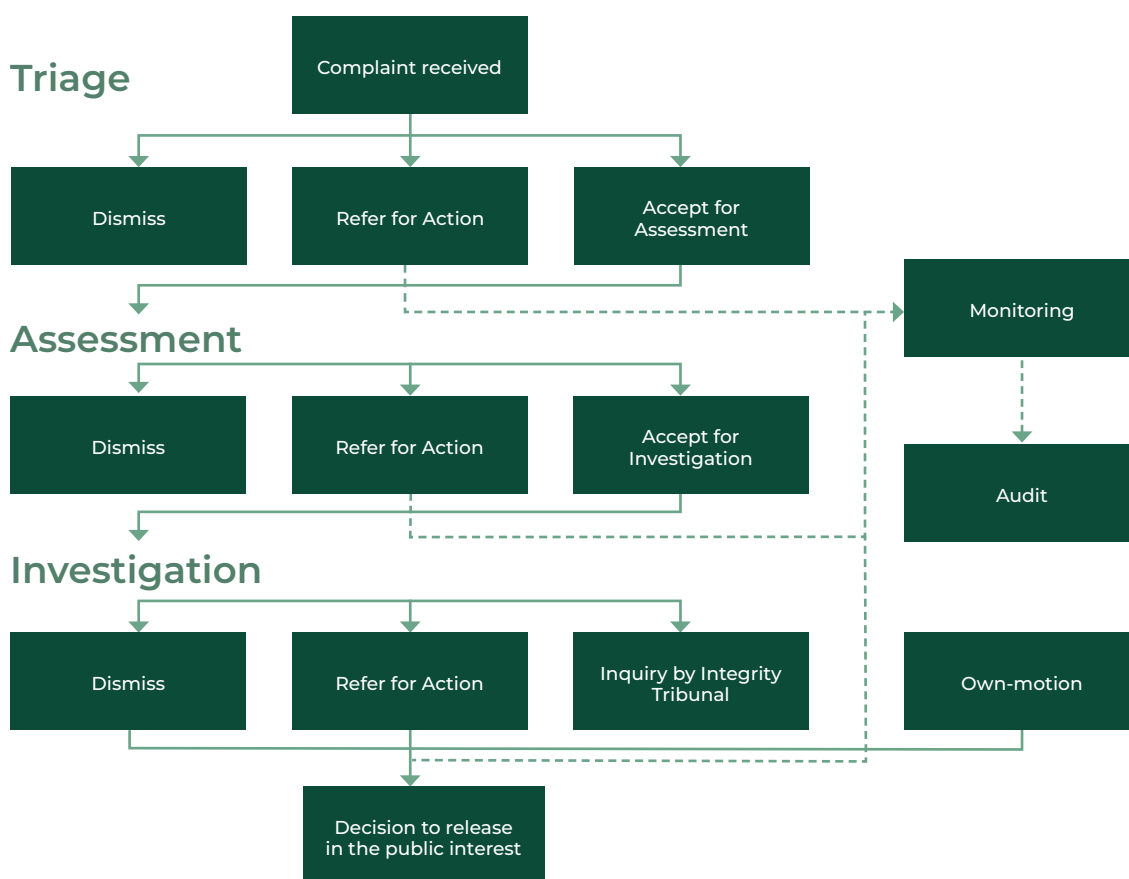
- public sector organisations operate honestly, ethically and fairly
- public money and resources are not misused, and
- misconduct risks are identified so they can be dealt with and prevented.

We received 181 complaints of alleged public sector misconduct in 2022-23, including complaints about Tasmania Police officers. An individual complaint may contain allegations against multiple public officers working in multiple public authorities.

Table 2. Complaints registered

	2022-23	2021-22	2020-21
Complaints (Total)	181	133	171
Complaints (Tasmania Police)	(55)	(40)	(55)

Figure 2. Complaint handling flowchart



Triage

Complaints made to us are carefully considered at the triage stage, which is the first step in complaint handling. The purpose of triage is to determine what action should be taken. As shown in Figure 2, triage has 3 main potential outcomes:

- dismissal,
- referral for action, or
- acceptance of the complaint for assessment.

In 2022-23, the median time taken from registration to triage decision was 5 working days.

Table 3. Triage outcomes for complaints

	2022-23	2021-22	2020-21
Referred for action [s 35(1)(c)]	54	38	31
Dismissed [s 35(1)(a)]	109	67	126
Accepted for assessment [s 35(1)(b)]	24	26	13
Total	187	131	170
CEO decision pending ¹	8	14	10

Fourteen complaints were carried forward from 2021-22. Eight complaints were under consideration at the end of the reporting period.

Dismissing complaints

We may determine to dismiss a complaint on receipt for a range of reasons, including that it:

- is not in the public interest for us to investigate the complaint²
- would be an unjustifiable use of resources to investigate the complaint
- does not relate to our functions
- lacks substance or credibility
- was not made in good faith, or
- is frivolous or vexatious.

We also will not duplicate or interfere with work we consider is being, or has been, undertaken appropriately by another integrity entity or public authority.

We dismissed 109 complaints following triage during 2022-23, consistent with the reasons outlined above.

There may be more than one reason for dismissing a complaint.

We have not previously reported on the reasons for dismissing complaints at triage, so the table below only contains this financial year.

¹ Including complaints still in triage and assessments without an appointed assessor.

² Section 36(2) of the Act lists factors for making such a determination.

Table 4. Reasons for dismissing complaints at triage

	2022-23
Not in the public interest to investigate	50
Unjustifiable use of resources to investigate	28
Unrelated to Commission functions	2
Lacks substance or credibility	33
Unsatisfactory explanation for delay in complainant making complaint	2
Not made in good faith	0
Frivolous or vexatious	0
Total	115

Referring complaints for action

Referring complaints for action is an important element of our complaint handling function under the Act. The Commission may refer complaints after triage based on possible misconduct or where a public authority may need to consider relevant policies and procedures. We may also recommend that the matter be investigated.

Depending on the nature of the allegations, we may refer complaints for action to:

- an appropriate integrity entity, including a parliamentary integrity entity
- the Commissioner of Police, or
- any other relevant public authority or person.

We referred 54 complaints for action during 2022-23, not including those referred following assessment or investigation.

After we refer a complaint to a public authority, the management of the complaint is oversighted by our Oversight and Compliance Team. More information about this process is in Section 4 Oversight and Compliance (below).

Public interest disclosures

In accordance with section 86 of the *Public Interest Disclosures Act 2002* (PID Act), we are required to report on disclosures made under that Act.

Five complaints were assessed as a protected disclosure under the *PID Act* in 2022-23. We chose to deal with these matters under the *Integrity Commission Act*, in accordance with section 29A(a) of the *PID Act*.

Ombudsman Tasmania, as the authority responsible for administering the *PID Act*, referred 2 protected disclosures to us during the reporting period. Both the protected disclosures had been assessed by the Ombudsman to be public interest disclosures.

Of the 7 protected disclosures made to the Integrity Commission:

- all were deemed not to be public interest disclosures
- none were referred to the Ombudsman to investigate
- 3 were referred by the Commission under the Act (but not to the Ombudsman)
- none were investigated by the Commission either under the Act or the *PID Act*, and
- 4 were assessed by the Commission under Part 5 of the Act.

Information on our current procedures established under Part 7 of the *PID Act* is on the Integrity Commission website.

Table 5. Public Interest Disclosures

	2022-23	2021-22	2020-21
Complaints assessed as protected disclosures	5	1	2
Protected disclosure referrals received	2	0	0
Protected disclosures received that are not complaints	2	-	-

Assessments

Assessments are an important step in our investigative process. An assessment is a preliminary inquiry. It enables us to decide whether a complaint warrants investigation and, if so, whether we are the best organisation to undertake the investigation.

We aim to complete assessments within 40 working days. The median duration of assessments in 2022-23 was 43 working days.

Table 6. Number of assessments undertaken and concluded

	2022-23	2021-22	2020-21
Commenced	24	20	13
Concluded	26	17	15
Duration (median, working days)	43	42	36

Assessment outcomes

Of the 26 assessments concluded during 2022-23, we dismissed 21, referred 3 to the relevant public authority for action, and accepted 2 for investigation.

Summaries of assessments concluded during 2022-23 are provided in **Appendix A**. These summaries, along with status updates for current misconduct matters, are published at www.integrity.tas.gov.au.

Table 7. Concluded assessment outcomes

	2022-23	2021-22	2020-21
Dismissed [s 38(1)(a)]	21	8	13
Referred [ss 38(1)(b)–(f)]	3	3	1
Accepted for Investigation [s 38(1)(g)]	2	6	1
Total	26	17	15

Information reports and projects

'Information reports' are reports of potential misconduct made to us that are not complaints or notifications. We may manage information reports in a variety of ways, including by completing a 'project'.

A project is a short inquiry like an assessment. It is designed to help us decide how to deal with an identified misconduct issue or risk. After a project, further action may include good practice educational materials, a research report, and/or an own-motion investigation.

During the reporting period, we:

- registered 35 information reports, and
- completed 3 projects. One of these projects became an own-motion investigation.

SECTION 3

INVESTIGATING MISCONDUCT

We investigate public sector misconduct to enhance public confidence that misconduct by public officers will be appropriately dealt with, both by the Commission and by public authorities

In accordance with the Act, and consistent with the findings of the *Independent Review of the Integrity Commission Act 2009*,³ we continued to focus our investigative resources on allegations of serious misconduct⁴ and matters involving designated public officers.⁵

During the reporting period, we concluded 26 assessments and 4 investigations. We tabled 2 reports about completed investigations in Parliament:

- [Report of the Integrity Commission No. 1 of 2022: A summary report of own-motion Investigation Fisher, into any misconduct committed by Derwent Valley Council Councillor Paul Belcher relating to his relationship with a property developer](#)
- [Report of the Integrity Commission No. 1 of 2023: A report on systemic misconduct risks in recruiting local government employees in Tasmania, as identified in an investigation into alleged misconduct in 8 recruitments at a council.](#)

Summaries of investigations concluded during 2022-23 are provided in **Appendix A**. These summaries, along with status updates for current misconduct matters, are published at www.integrity.tas.gov.au.

3 The review was concluded in 2016 by the Hon William Cox, AC ED QC. The final review report is available at www.integrity.tas.gov.au.

4 Under the Act, 'serious misconduct' means misconduct that could be a crime or an offence of a serious nature, or misconduct providing reasonable grounds for terminating a public officer's appointment.

5 'Designated public officer' (DPO) is a term prescribed in section 5 of the Act. DPOs include Members of Parliament, elected members of a council, the principal officer of a public authority, statutory officeholders, commissioned police officers and senior executive officers.

Investigations

Investigations are conducted for the most serious misconduct allegations received by the Commission. The Act establishes our investigative processes, powers and priorities.

We aim to conduct investigations efficiently while maintaining a high quality of work. Misconduct investigations vary in complexity, and complex matters or those with multiple witnesses can absorb our resources. We take great care to ensure procedural fairness obligations are met, and this can greatly lengthen the investigative process. Timeliness is also impacted by our resources and powers under the Act.

The median duration of investigations concluded in 2022-23 was 225 working days.

We undertake both 'complaint investigations' and 'own-motion investigations'. A complaint investigation is based on a complaint that has been through the triage and assessment process outlined in the previous section.

An own-motion investigation is where our Board determines to undertake an investigation even if there has not been a complaint; this might occur where we receive information about misconduct or misconduct risks from another source. Before the Board makes that decision, we usually complete a 'project'. A project is a short inquiry like an assessment. It is designed to help us decide how to deal with an identified misconduct issue or risk.

Table 8. Complaint investigations commenced and concluded

	2022-23	2021-22	2020-21
Commenced	2	6	1
Concluded	4	2	2

Table 9. Own-motion investigations commenced and concluded

	2022-23	2021-22	2020-21
Commenced	1	0	1
Concluded	0	1	1 ⁶

Investigation outcomes

The Board determines the outcomes of investigations undertaken by the Commission, informed by recommendations from the CEO. In accordance with section 58 of the Act, the Board may decide to:

- dismiss a matter
- refer the investigation report for action, along with any recommendations
- require that the matter be further investigated
- recommend that the Premier establish a commission of inquiry, or
- undertake an inquiry by Integrity Tribunal.

Of the 4 investigations concluded in 2022-23, the Board referred 2 to the principal officer of the relevant public authority for action.

Concluded investigations are summarised in **Appendix A**.

⁶ A final determination under section 58 of the Act was not made on this own-motion investigation. The Board revoked its original decision to conduct the investigation, resulting in the matter being concluded but no final determination being possible.

Table 10. Concluded investigation outcomes

	2022-23	2021-22	2020-21
Dismissed [s 58(2)(a)]	1	0	0
Referred for action [s 58(2)(b)]	2	2	2
Commission of Inquiry [s 58(2)(c)]	0	0	0
Inquiry by Integrity Tribunal [s 58(2)(e)]	0	1	0
No determination	0	0	1 ⁸
Board decision pending	1	-	-
Includes Board recommendation	2	2	2
Total	4	3	3

Integrity tribunals

As we reported in the 2021-22 annual report, one matter was accepted into inquiry by an Integrity Tribunal. An inquiry by an Integrity Tribunal is conducted in accordance with Part 7 of the Act and is convened by the Chief Commissioner. This was the first inquiry that the Board has determined to undertake. At time of reporting, the matter was still being considered by the Integrity Tribunal, although the hearings associated with the inquiry had been completed.

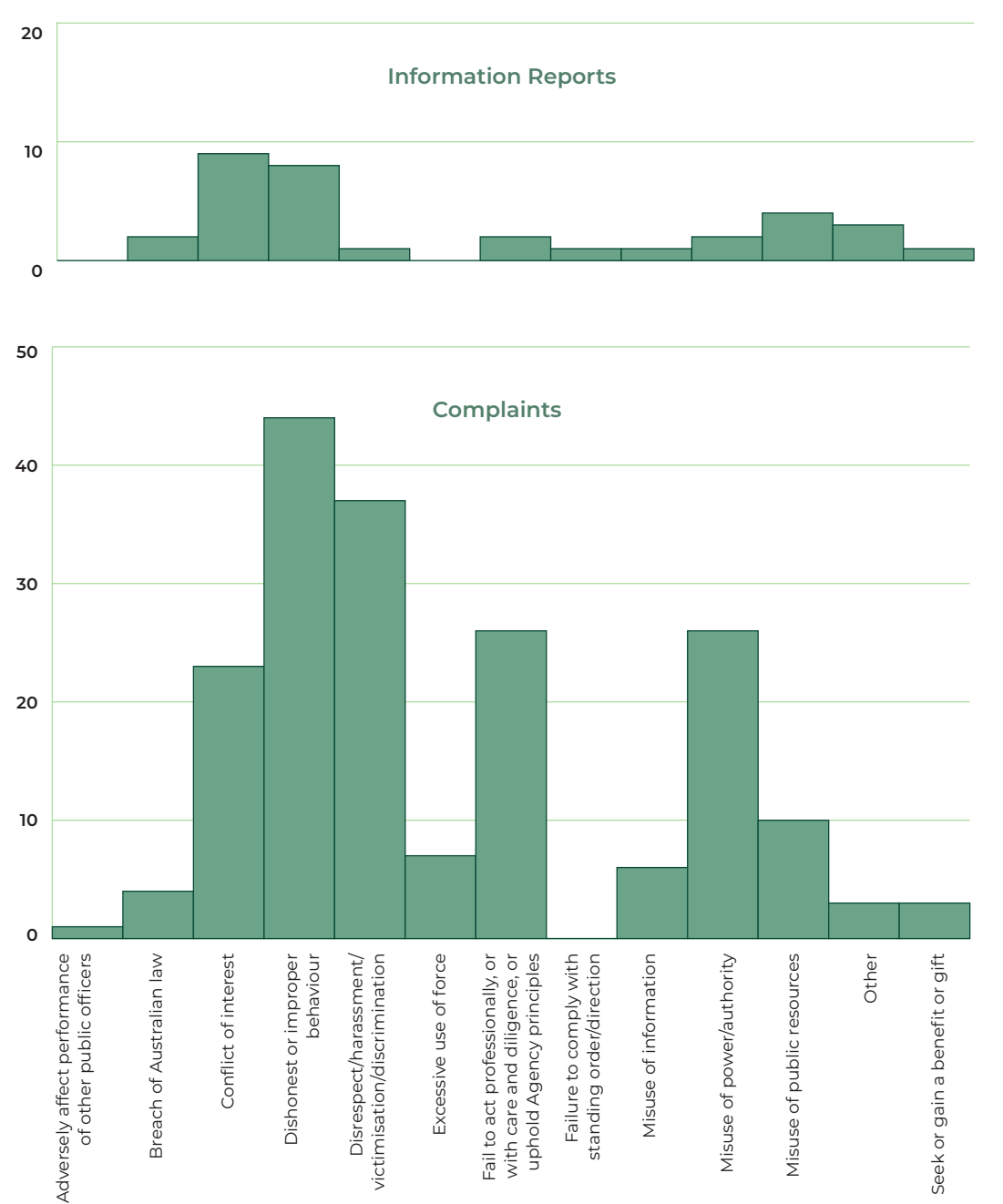
No investigations were accepted into inquiry by an Integrity Tribunal in 2022-23.

Information about closed complaints, assessments and investigations

Nature of misconduct

The figure below shows the main type of misconduct alleged in all complaints and information reports closed in 2022-23 (including assessments, projects and investigations).

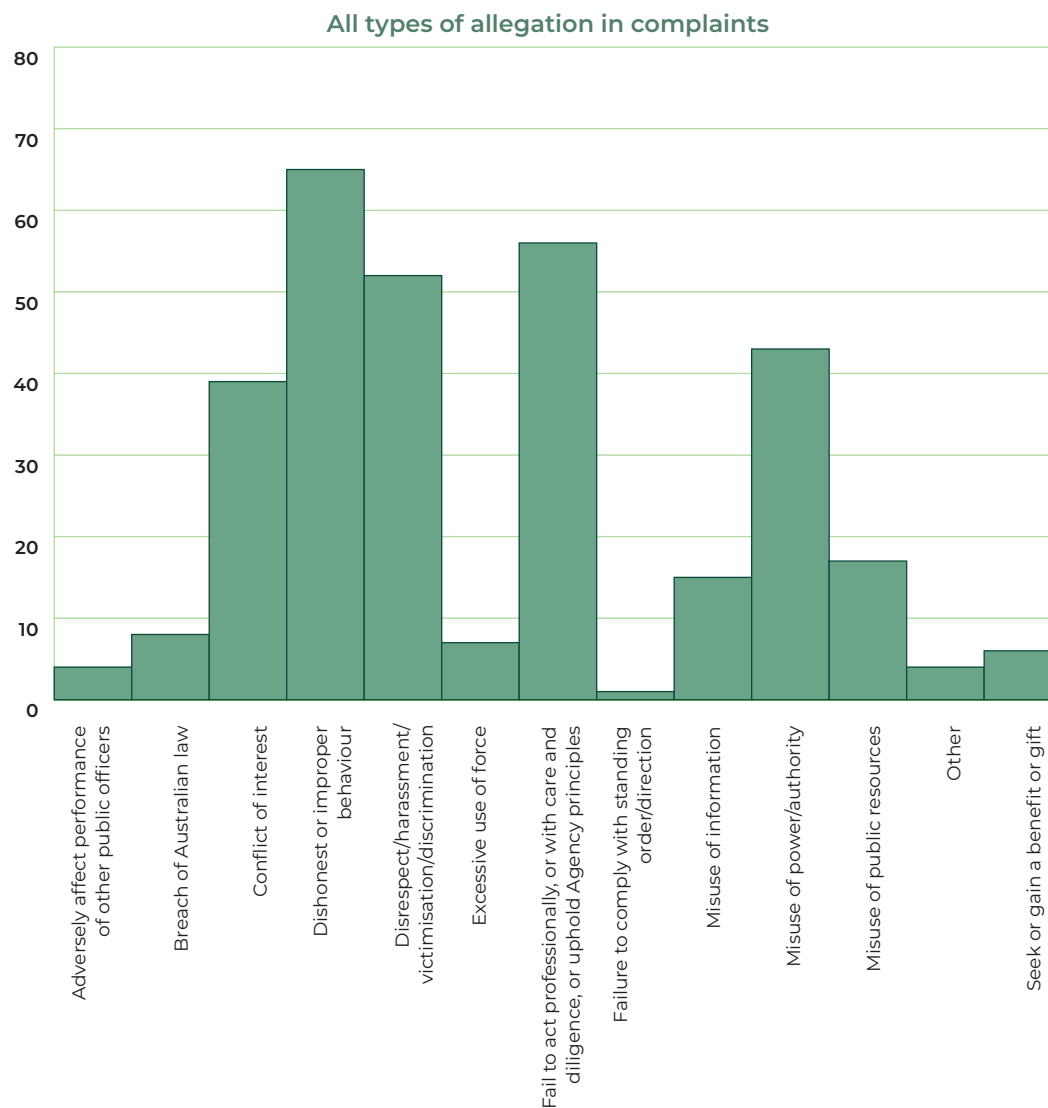
Figure 3. Main type of misconduct alleged in complaints and information reports closed



The figure below shows in more detail the nature of misconduct alleged across all closed complaints.⁷ It includes all types of allegations made in each complaint, rather than the main type of misconduct alleged (which is shown in figure 3 above).

Each matter may have more than one 'allegation'.

Figure 4. Types of misconduct alleged in closed complaints

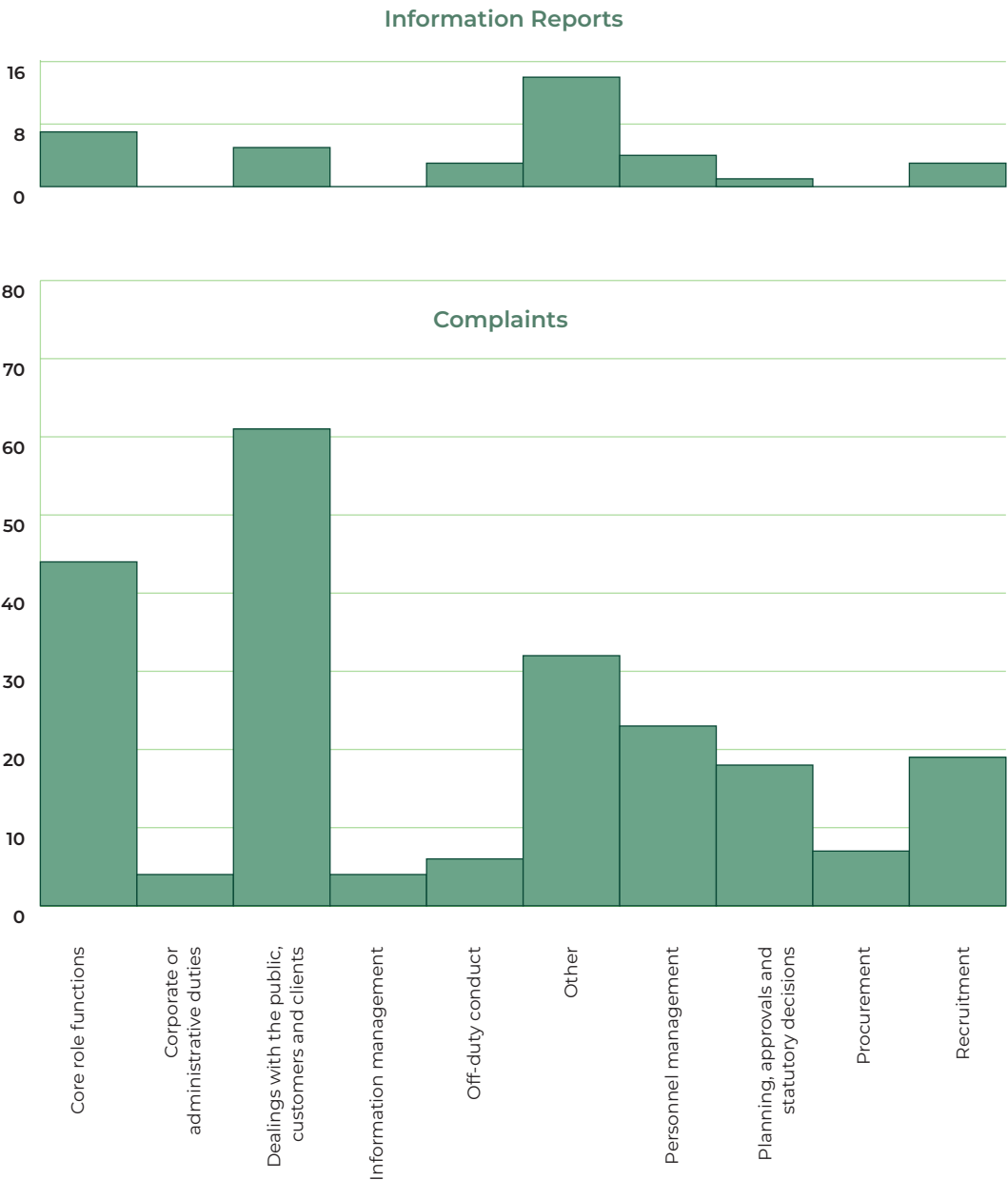


⁷ The figure does not include allegations made in information reports.

Business activity

The figure below shows the type of work the public sector employee was undertaking when the alleged misconduct occurred, in complaints and information reports closed in 2022-23. Each matter may have more than one ‘business activity’.

Figure 5. Business activity in complaints and information reports closed



Complainant anonymity

When making a complaint to us complainants may either:

- make it anonymously
- provide their contact details, or
- provide their contact details and request this information is withheld in the event of the complaint being referred to another organisation.

The table below shows the percentage of closed complaints⁸ by anonymity preference of the complainant. It includes complaints that are assessed, investigated and the subject of an integrity tribunal.

Table 11. Complaints by complainant details⁹

	2022-23	2021-22	2020-21
Anonymous complainants	16.8%	21.8%	22.2%
Complainants not consenting to be identified to other organisations ¹⁰	22.1%	18.8%	25.7%

⁸ For 2022-23 this data is reported on closed complaints. In the previous 2 years, it was reported on received complaints.

⁹ Percentages prior to 2022-23 are calculated from the published data on received complaints.

¹⁰ Does not include anonymous complainants.

Public authorities (public sector organisations)

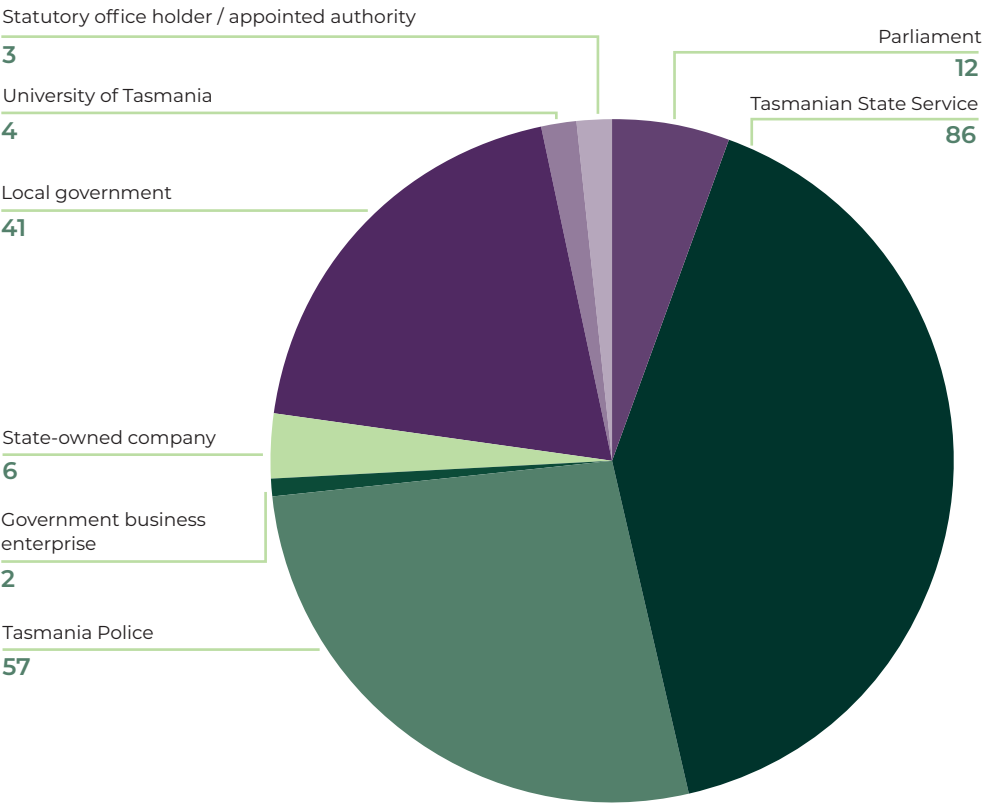
The figure below shows public authorities (public sector organisations) referenced in complaints that were closed during the period. It includes complaints that are assessed, investigated or the subject of an integrity tribunal. One complaint may refer to multiple public authorities.

Public authorities are defined in section 5 of the *Integrity Commission Act 2009*. Some of the categories have been combined for this table.

The method by which this data is collected and reported has been changed for this reporting period, so the table below only includes data for this financial year.

Figure 6. Public authorities referenced in closed complaints

Public authorities referenced in closed complaints 2022-23



Statutory powers

Our statutory powers, used during assessments, investigations, and inquiries, are set out in the Act. These powers enable us to take specific action to advance and maintain the integrity of our matters. This usually involves serving notices requiring persons to attend to give evidence, and to produce documents or written information. Generally, and in accordance with the Act, we conduct our work with as little formality and technicality as possible.

The table below does not include statutory powers exercised during the inquiry by an Integrity Tribunal that was ongoing over 2022-23.

Table 12. Use of statutory powers during assessments and investigations

	2022-23	2021-22	2020-21
Authorisation of external officers [s 21]	1	1	1
Coercive notices [s 47(1)(a), (c)]	53 (15) ¹¹	34	62
Coercive notices [s 47(1)(b)] - interviews	27 (7)		
Power to enter premises [s 50]	0	1	0
Search warrants [s 51]	0	1	0
Surveillance device warrants [s 53]	0	0	0
Total	81	37	63

Applications for warrants

We can apply for warrants under the *Police Powers (Surveillance Devices) Act 2006* (Tas) and the *Search Warrants Act 1997* (Tas).

We did not make any applications for search or surveillance device warrants for a private premises during the reporting period.

Inspection of registers

We continued to maintain records obtained under the *Police Powers (Surveillance Devices) Act 2006*, in accordance with the requirements of that Act.

No inspections were undertaken during the reporting period.

¹¹ Number in brackets is the number of notices withdrawn. Withdrawn notices are included in totals.

Public reports

After determining the outcome of an investigation, the Board considers whether a report should be tabled in Parliament under section 11(3) of the Act. In making this decision, the Board considers the personal welfare, privacy and reputational concerns of the individuals involved, and whether those concerns outweigh the public interest in publishing the matter, including any potential educative or preventative value.

The Board released 2 investigation reports in the public interest in this reporting period. One of those investigation reports included a companion research report. A report on the parliamentary register of interests was also tabled in Parliament.

Copies of all public reports are available at www.integrity.tas.gov.au.

Table 13. Public reports released

	2022-23
Reports published on website	6
<i>Compliance</i>	1
<i>Research</i>	3
<i>Operational</i>	2
Reports tabled in Parliament	3
Reports provided to Joint Standing Committee on Integrity	0
Reports with public recommendations	3

Liaison with a prosecution authority (closed matters)

We may liaise with prosecution authorities to decide if the matter may involve an offence, and if so whether we should refer it to another body or continue handling it ourselves. This most commonly occurs during an assessment or investigation, but may occur in any type of matter at any stage. Prosecution authorities include the Commissioner of Police, the Director of Public Prosecutions and the Office of Local Government.

The table below shows the number of matters in which we liaised with a prosecution authority. We did not report this data in previous years, so the table only includes this financial year.

Table 14. Liaison with a prosecution authority

	2022-23
Matters arising from complaints	2
Non-complaint matters	1
Total	3

Research

We continued our work commenced in 2020-21 on the routine identification and assessment of misconduct risks to inform research projects and own-motion investigations. This has led to several research projects, including our [review of the lobbyist system in Tasmania](#).

Other operational research has included papers on managing conflicts of interest between local government councillors and property developers, and an audit and review of Tasmania's parliamentary register of interests.

Protocol with parliament

We do not have jurisdiction over proceedings in Parliament, and parliamentary privilege is preserved in our Act. However, we do have jurisdiction over members of Parliament, ministers and their staff, and parliamentary staff.

This means that, to perform our functions effectively, on occasion we need to seek evidence from Parliament. A recent case in Western Australia has identified the difficulty that may arise in doing this and necessitated us developing a protocol with Parliament about our access to parliamentary material.

We have been negotiating this protocol with Parliament since February 2023. At the end of the reporting period, the protocol was still under negotiation. A current investigation was on hold for the duration of that period, pending signing of the protocol.

Interagency liaison

In performing our complaint handling and investigation functions, we undertake regular liaison with other integrity, legal and regulatory entities. We do this to ensure our decisions are efficient, effective and informed.

For this purpose, we maintained close contact with other relevant integrity and enforcement entities including:

- Office of Local Government, Department of Premier and Cabinet
- Office of the Director of Public Prosecutions
- Ombudsman Tasmania
- Tasmania Police
- Equal Opportunity Tasmania
- Custodial Inspector, and
- Tasmanian Audit Office.

Standard operating procedures

Our operational work is complex and technical. For the past 3 years, we have been working to expand and update our standard operating procedures (SOPs). The SOPs are a set of procedures detailing how we go about our operational work. Having comprehensive instructions and guidance maximises our efficiency, and ensures we operate in a legally compliant manner and are not dependent on corporate knowledge.

At the end of the reporting period, the new SOPs were functional and in place, with some final modifications, advice and additions to be made in the new financial year.

SECTION 4

OVERSIGHT AND COMPLIANCE

We oversee the management of misconduct in the public sector to enhance the ability of public authorities to effectively deal with misconduct

First commenced in 2021-22, we continued to implement an updated oversight and compliance framework. The updated framework is being developed after we obtained funding for additional oversight and compliance positions within the Operations Unit. Further, we modified one of our Senior Investigator roles to include a specific focus on oversight.

The overhauled program will include targeted long-term objectives as well as changes implemented on the basis of additional funding already received. The most noticeable immediate change was our improved process for monitoring and reviewing notifications and referrals from public authorities. This includes analysing each initial notification, final notification and referral outcome we have received. Analysis of each matter is overseen by the Senior Investigator (Oversight) or the Director Operations, and ultimately approved by the CEO.

Notifications

One of the primary ways in which we monitor the occurrence and management of misconduct is via notifications made by public authorities.

Notifications from public authorities allow us to:

- monitor misconduct trends across the public sector;
- assist our complaint handling function by providing context about specific misconduct issues within public authorities;
- where appropriate, allow us to share relevant intelligence holdings with public authorities;
- assist public authorities with their management of misconduct matters; and,
- finally, provide us with an understanding of the notifying organisation's capacity to manage such matters.

For notifiers, this is a 2-step process:

- an initial notification is submitted at the start of a misconduct investigation to inform us that there is an allegation of misconduct within a public authority and how the matter will be investigated; and
- the final notification is submitted when the matter has been concluded along with details of the outcome of the investigation and any action taken by the public authority.

At a minimum we provide feedback to the notifying organisation in relation to each matter.

It is not mandatory under the Act for public authorities to submit notifications. However, mandatory notification of serious misconduct and alleged misconduct by senior public officers is a recommended legislative change to our Act arising from the 2016 Independent Review of the *Integrity Commission Act*. This would bring us into alignment with other jurisdictions but would also require additional resourcing.

We received 68 notifications from public authorities during 2022–23. We received 28 from Tasmania Police on the basis of the Letter of Understanding between Police and the Commission. The remainder were received from public authorities in the Tasmanian State Service.

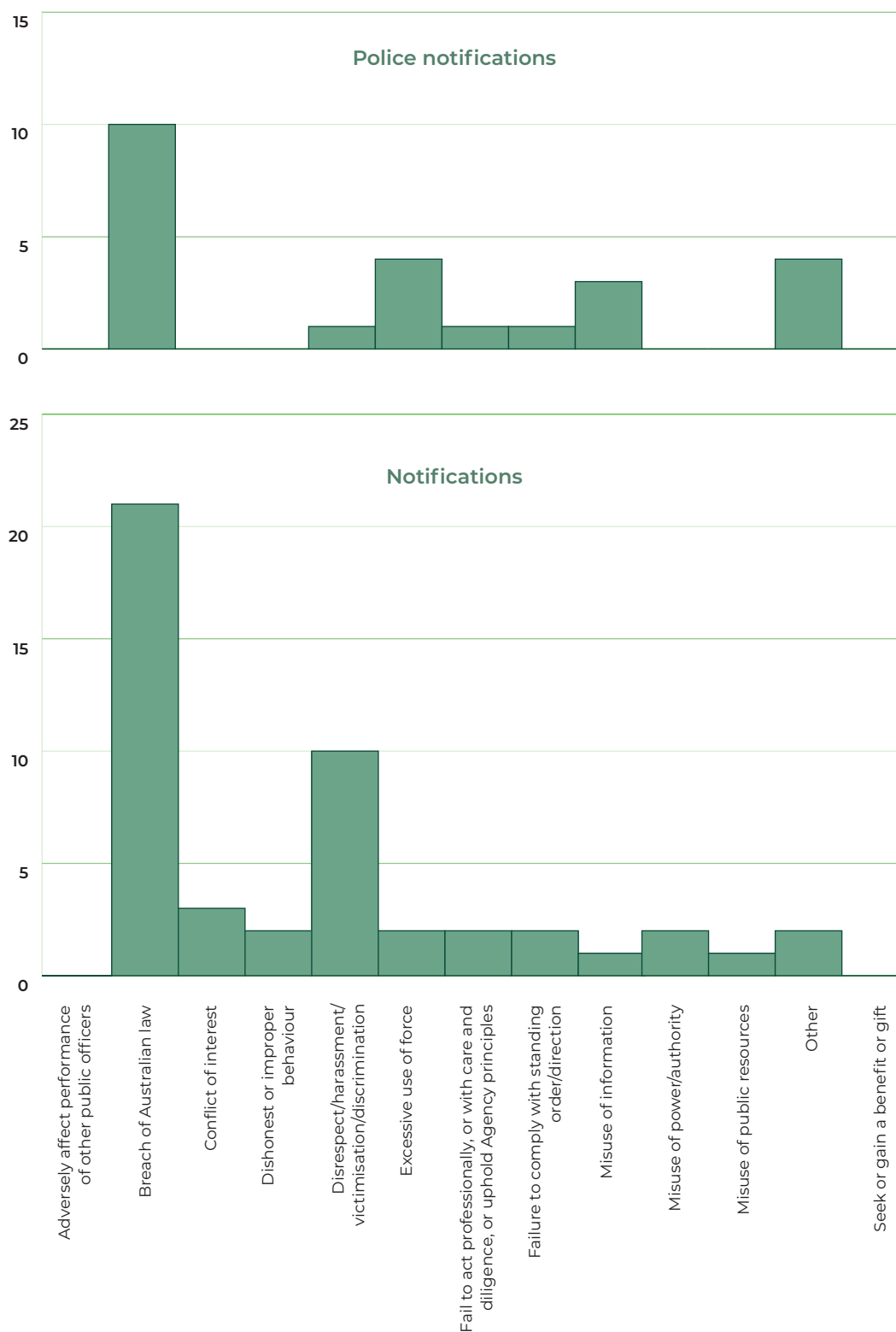
Table 15. Notifications registered

	2022-23	2021-22	2020-21
Notifications (not including police notifications)	68	53	43
Police notifications	28	19	26

Nature of misconduct

The figure below shows the main type of misconduct alleged in all notifications closed in 2022-23.

Figure 7. Main type of misconduct alleged in notifications and police notifications closed

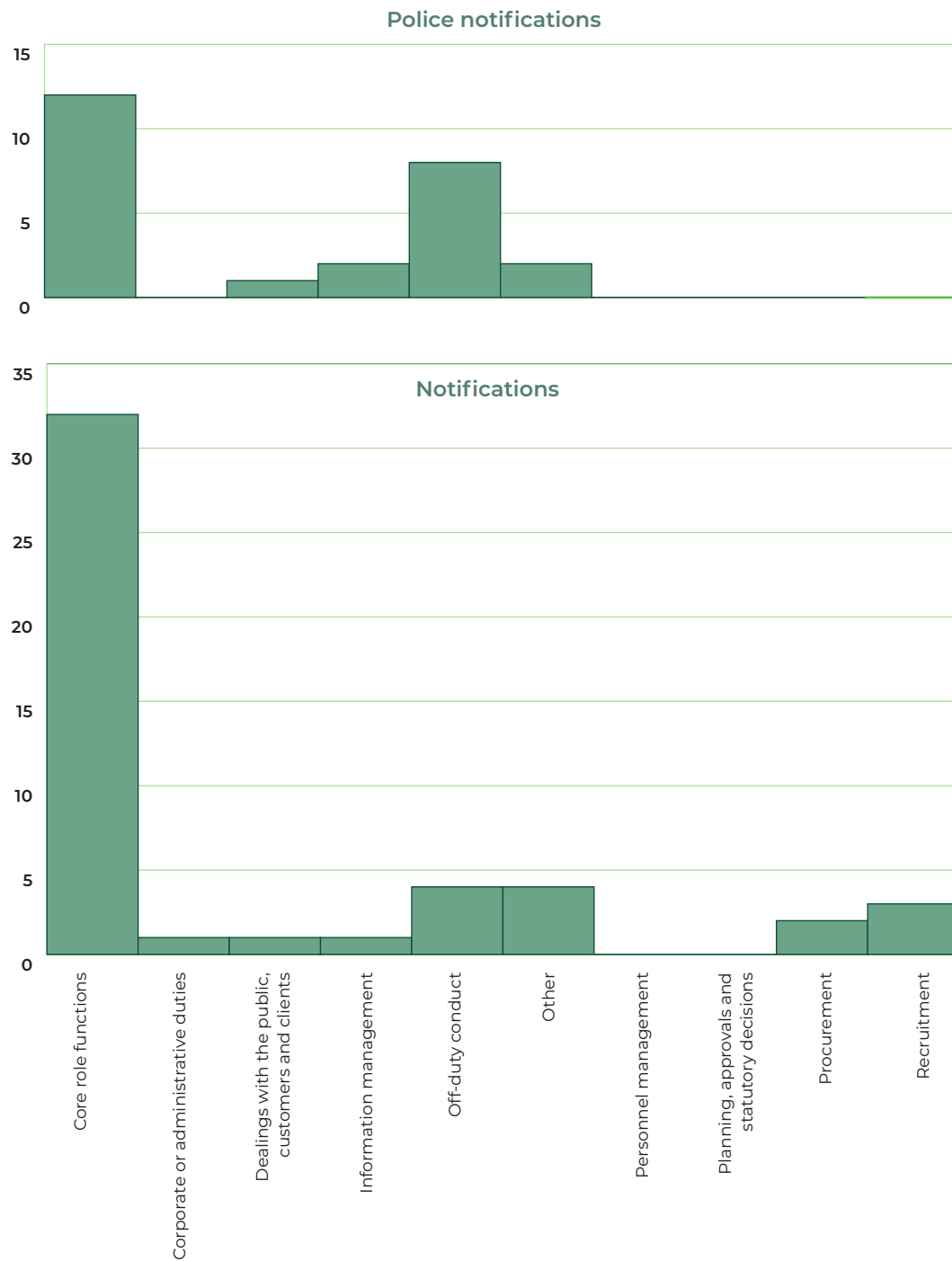


Business activity

The figure below shows the type of work the public sector employee was undertaking when the alleged misconduct occurred, in notifications and police notifications closed in 2022-23.

Each matter may have more than one 'business activity'.

Figure 8. Business activity in notifications and police notifications closed



Monitoring

When we receive an initial notification, refer a matter or make a recommendation, the matter is noted for follow-up in our complaint management system. If we have not heard from the person to whom it was referred within a reasonable time (usually 6 months), we write to ask them about progress of the matter.

In 2022-23, we monitored 310 matters. This included:

- 143 general public authority notifications
- 57 police notifications
- 99 referrals of complaints, assessments and investigations, and
- 11 information reports.

Our experience suggests that the response by some public authorities to our referrals required improvement and consequently our oversight of these matters should increase in order to build the capacity of public authorities to deal with misconduct. We have improved the structure in our monitoring, strengthened the level of analysis applied to the outcome of each matter, and now more actively consider the options available to us in responding to each one.

Referred matters

A key part of our Oversight and Compliance Program is how we monitor referrals to public authorities. Referral of a complaint can occur at triage (section 35), following assessment (section 38), following investigation (section 58) or following an inquiry by an Integrity Tribunal (section 78). Public authorities can be directed to provide a response to the CEO or the Board on how it plans to act or has dealt with the referred complaint. We also may refer recommendations made by the Board following research into misconduct risks.

Monitoring the response to referrals is crucial to understanding whether the public authority has the capacity to deal with the complaint or misconduct generally, and whether the actual complaint has been dealt with appropriately. For assessments and investigations, we normally allow a reasonable time (usually 6 months) for a public authority to respond, and will check in with them sooner if we think it is required.

Referrals made following investigations are particularly important as the Board may have made recommendations on how it thinks the public authority should deal with the matter. When we receive a response to a referred investigation, we review the response and prepare a report for the Board. The Board then considers whether it is satisfied with the response and may take further action if required.

As at 30 June 2023, there were 66 matters that had been referred to public authorities for which we were yet to receive a response. There were 5 recommendations made by the Board for which we were yet to receive a response.

Table 16. Outstanding referrals¹²

	2022-23
Referred complaints [s 35]	51
Referred assessments [s 38]	4
Referred investigations [s 58]	11
Total	66
Formal Board recommendations outstanding [ss 58(3), 78(4) and other research recommendations]	5

¹² Outstanding means a response is expected within the set timeframe but has yet to be received, or we are currently reviewing the response.

Audits

Audits have formed a significant part of our strengthened oversight and compliance program. Under our legislation we have broad powers to monitor or audit any matters related to both ‘dealing with’ and ‘investigation of’ complaints about misconduct within any public authority. This includes monitoring and auditing the standards, codes of conduct, and/or guidelines that relate to those matters.

The higher number of ad hoc audits concluded and commenced during this reporting period compared to previous years demonstrates our progress in this area. Audits are perhaps our most direct way of improving the way misconduct is managed in the public sector. The ongoing benefit of the intelligence gathered, and implementation of knowledge gained through this work will inform our work in both the medium and long term.

Table 17. Audits concluded

	2022-23	2021-22	2020-21
Ad hoc audits (does not include ad hoc police audits)	2	1	1
Ad hoc police audits	4	0	0
Audit of a class of complaints against police under section 88(1)(c) of the <i>IC Act</i>	0	30	0
Total	6	31	1

Parliamentary Disclosure of Interests Register

Part of our oversight and compliance function is to monitor various registers. This includes our legislated function to monitor the Parliamentary Disclosure of Interests Register under the *Parliamentary (Disclosure of Interests) Act 1996*.

In 2022–23, we conducted a [review of the register](#) that included both research and an audit of a random sample of disclosures. The results of the review have been [released](#). The report included several recommendations aimed at strengthening compliance with the register and improving transparency in relation to interests.

SECTION 5

POLICE OVERSIGHT PROGRAM

We have a specific function to oversight the management of misconduct by the Commissioner of Police

Oversight of Tasmania Police continues to be a significant priority for us. We recognise the crucial role Tasmania Police performs in our State. Police officers are entrusted with significant powers that necessitate the highest standards of ethical conduct.

Under our legislation, we have specific powers in relation to Police misconduct and these underpin our Tasmania Police Oversight Program. We build capacity through prevention measures that encourage excellence in ethical conduct, as well as apply more direct oversight functions focused on monitoring and responding to allegations of misconduct.

Our Operations and Education and Engagement units collaborate with Tasmania Police on prevention and engagement strategies. This includes delivering onsite training to both new and 'fast-track' recruits at the Tasmania Police Academy. We also regularly engage with Tasmania Police Professional Standards Command.

During 2022–23, the Tasmania Police Oversight Program involved:

- engaging with police, especially Professional Standards Command
- monitoring referred complaints and notifications of alleged misconduct, and
- auditing 4 complaints managed by Tasmania Police.

We can undertake 'own-motion' investigations into police misconduct. We did not conduct any own-motion investigations into Tasmania Police during the reporting period.

In 2023-24 we will review and re-design our Police Oversight Program with a focus on specific strategic themes identified in our operational work. This is work that has been in train for several years, but resourcing has impacted its completion.

Monitoring

The Letter of Understanding (LoU) between the Commission and Tasmania Police (signed during 2021-22, replacing the previous memorandum of understanding) remains in operation. Under the LoU, the Commander of Professional Standards notifies us of all matters relating to serious misconduct and those relating to designated public officers (officers of the rank of inspector and above). Complaints against police that we receive are referred to Professional Standards Command, and the oversight and auditing functions described above are applied.

We received 28 notifications from Tasmania Police under the LoU in 2022-23.

Audits

Under the Act we have the power to audit the way the Police Commissioner has dealt with complaints of police misconduct. As well as audits of a class of police complaints, we may undertake audits of individual police complaints.

In 2022–23, we initiated 4 audits of police complaint files, up from 2 in the previous year. Increasing the number of audits has been a conscious decision as it provides us with information and intelligence that will drive our police oversight program during the next 3-5 years.

In order to strengthen our oversight of Tasmania Police and our oversight and compliance across the public sector, we require additional, ongoing investment in our resourcing in our oversight and compliance capacity.

SECTION 6

INVESTING IN PREVENTION AND EDUCATION

Through education, support and advice, we work with public authorities to build integrity and prevent misconduct

We received funding in the 2021-22 budget to enhance our research, education, technological and communications functions to build a sustainable program for misconduct education and prevention. We are now around 2 years into this program.

During the year we changed our Unit title from 'Misconduct Prevention' to 'Education and Engagement'. We believe this better reflects the strengths-based actions and objectives of our program of work, which is progressing in two streams:

(i) Education and training

Our education and training team delivers targeted training to build the public sector's capability to identify, prevent and manage misconduct risks. The team develops and delivers ethics and integrity training for different sectors, organisations and roles. Our sessions are facilitated by specialist trainers, with experience working with diverse audiences.

(ii) Research and evaluation

Our research and evaluation team conducts research with public sector stakeholders to identify and report on misconduct risks, gaps and opportunities. The team also coordinates our communications and media activities.

Education and Engagement highlights

We continued to engage with local government stakeholder organisations using the results of the Ethics and Integrity Snapshot Surveys, originally administered in 2021-22. These meetings assist councils to identify policy gaps, and identify training needs.

We progressed our engagement program for members of Parliament, holding facilitated discussions with members from the House of Assembly and Legislative Council about our work and members' roles in the community and Parliament. We plan to build on this initial roll out in 2023-24 and beyond.

Our training continued to be well received, with 95% of participants surveyed agreeing that our trainers provide relevant information and practical guidance.

We conducted extensive data analysis and presentation of operational statistics, resulting in publication of 3 Triannual reports covering the reporting period (report no. 3 issued in late July 2023). The information in these reports significantly enhances the transparency of our activities.

Reforming lobbying oversight

Following consultation in 2021-22 to seek community and stakeholder views on whether the Tasmanian lobbying framework required reform, we continued with extensive work to review and reform the lobbying oversight system.

The objectives of this project are to guide ethical conduct by public officials, enhance fairness and transparency in government decision-making and improve the quality of government decision-making.

We released a detailed report in June 2023 setting out the Board's proposed model for a final period of consultation. Submissions we received and other information relating to the reform project are available on our [website](#).

Key elements of the proposed model include increasing the disclosure obligations on public officials, expanding the definitions of 'lobbying activities' and 'registered lobbyist', and introducing a range of new obligations for registered lobbyists.

We aim to implement a new Code of Conduct in mid to late 2024. Additional resourcing will be required to support implementation of the new Code. We intend to roll out a range of educative resources to complement the reforms and will implement new systems to support the increased disclosure obligations.

Our experience of administering the current Register is providing insights into how to enhance certain requirements and practices in the future, such as the annual declaration process that applies to all registered lobbyists.

Education and training

Our education and training activities focus on building integrity capability for individuals and organisations. Our training equips public officers with the skills, knowledge and practical tools to promote integrity and manage misconduct risks in their organisation.

Integrity in Public Service online module

Our self-paced foundational training module *Integrity in Public Service* covers core topics such as pride in public service, the role of the Integrity Commission, good decision making and misconduct risks.

The module is offered to organisations as an introduction to the core concepts of integrity in public service. Following completion of the module, organisations can then work with us to build further integrity capability through tailored training.

In 2022-23, 1846 public officers from 20 public authorities across the State completed the module.

Table 18. Online module completions by sector (participants)

	2022-23	2021-22	2020-21
Tasmanian State Service	126	97	-
Tasmania Police	-	-	-
Local Government	373	30	-
Government business enterprise	1182	84	-
Statutory officer holder/appointed authority	-	-	-
State-owned company	165	409	-
University of Tasmania	-	-	-
Parliament	-	-	-
Total	1846	620	-

We delivered 65 training sessions during 2022-23, reaching 954 public officers from 10 public authorities across the State.

Table 19. Training delivery (totals)

	2022-23	2021-22	2020-21
Total sessions	65	42	35
Total public authorities	10	22	12
Total participants	954	526 ¹³	633

¹³ The total for 2020-21 has been adjusted in this report due to changes in our reporting. In 2020-21, online module completions were counted alongside training participants. We now report on online module completions separately.

Table 20. Training delivery by region (sessions)

	2022-23	2021-22	2020-21
North	11	12	9
North-West	3	1	2
South	41	29	24
Live and online	10	-	-
Total	65	42	35

Table 21. Training delivery by sector (participants)

	2022-23	2021-22	2020-21
Tasmanian State Service	564	268	307
Tasmania Police	46	55	97
Local Government	311	117	130
Government business enterprise	-	15	-
Statutory office holder/appointed authority	-	-	-
State-owned company	-	-	14
University of Tasmania	-	50	-
Parliament	33	11	-
Whole jurisdiction	-	-	64
Not in jurisdiction	-	10	21
Total	954	526	633

Having established processes for engaging and consulting with organisations to best understand their ethics and integrity training needs, we are increasingly focused on delivering tailored training.

We facilitated:

- 22 sessions for local councils, reaching indoor and outdoor workers as well as executive and senior leadership teams
- refresher training for organisations who have completed introductory integrity training with us, focused on building participant knowledge of best practice and management strategies for the misconduct risks most prevalent in their work, and
- introductory training for managers and supervisors on managing conflicts of interest in recruitment.

We partnered with:

- Ambulance Tasmania, Tasmania Police and Tasmania Prison Service to contribute to their induction and recruit courses by delivering ethics and integrity training sessions
- the Department for Education, Children and Young People to provide conflict of interest training for key human resources personnel and approximately 200 school principals to complement the Department's review of its conflict of interest policy and processes, and
- a range of public authorities to deliver tailored training on topics such as leading with integrity, managing conflicts of interest, and using work information and public resources with integrity.

Research and Evaluation

We continued to monitor established and emerging misconduct risks, both locally and nationally, to inform the provision of high-level advice to public authorities and to develop misconduct prevention resources.

We engaged with local government stakeholder organisations using the results of the Ethics and Integrity Snapshot Surveys, and undertook substantial data analysis. These meetings are an important engagement tool, and can lead to training outcomes. Further reports will be disseminated in the next year.

Confidential advisory function

Section 31 of the Act provides us with various educative and preventative functions, including: ‘to consult with, and provide assistance to, principal officers of public authorities in relation to the development and implementation of codes of conduct relevant to those authorities’.

Exercise of this function can involve assisting with the review or development of policies or codes of conduct, or providing advice about what reporting obligations may apply to certain categories of public officers.

By ensuring the service is well-publicised, it is hoped that inadvertent acts of misconduct - such as where the person involved did not act wilfully but misunderstood the standards applying to them - can be reduced.

During the year we provided confidential misconduct prevention advice to individuals on matters such as conflicts of interest, and have enhanced how we publicise this function.

Table 22. Confidential misconduct prevention advice provided

	2022-23
To public sector entities under section 31 of the <i>IC Act</i>	10
To public officers under section 8(1)(d) of the <i>IC Act</i>	8

Communications

We use a range of methods to inform the public sector, including media releases, online resources and the *Integrity Matters* newsletter.

The *Integrity Matters* newsletter, in which we detail recent activities and alert members of the public to new educational resources, continues to be well subscribed. The June 2023 edition generated the largest number of opens and clicks-through to our website in the newsletter’s 8-year history.

We included a blog post in the June edition of *Integrity Matters* detailing our advisory function. We also commenced a project to work closely with State Service agencies to disseminate the content to staff via intranets.

We released 7 media releases:

- Three in association with tabling of reports (Investigation Fisher, Investigation Smithies, Tasmania's Parliamentary Register of Interests)
- One in association with the 2021-2022 Annual Report
- One in association with the publication of the first triannual report
- One sharing a joint media release from Commissioners on the agreed principles for Australian anti-corruption commissions
- One in association with proposed lobbying reforms.

Of these, 5 were reported upon by at least one major Tasmanian news outlet. We tabled 3 reports in the Tasmanian Parliament and arranged a press conference for each.

Our media monitoring activities assist the Operations Unit by keeping them informed about developments both across Tasmania and other jurisdictions.

Publications

We released 9 publications in 2022-23. Publications are available at www.integrity.tas.gov.au and are catalogued in the Tasmanian Parliamentary Library, State Library of Tasmania, and National Library of Australia.

Table 23. Register of publications released

Title	Date	Location	ISSN
<i>Triannual Reports – numbers 1 and 2 of 2022-23¹⁴</i>	8 December 2022, and 30 March 2023	Online	No
<i>Report 1 of 2022: A summary report of own-motion Investigation Fisher, into any misconduct committed by former Derwent Valley Council Councillor Paul Belcher</i>	29 September 2022	Online Parliament	Yes
<i>Managing conflicts of interest between local government councillors and property developers</i>	29 September 2022	Online	Yes
<i>Overview of submissions received for Integrity Commission Consultation Process: Reforming Lobbying Oversight in Tasmania</i>	17 October 2022	Online	No
<i>Integrity Commission Annual Report 2021-22</i>	27 October 2022	Online Parliament	Yes
<i>Report 1 of 2023 - A report on systemic misconduct risks in recruiting local government employees in Tasmania, as identified in an investigation into alleged misconduct in 8 recruitments at a council</i>	28 February 2023	Online Parliament	Yes
<i>Report 2 of 2023 – Tasmania's Parliamentary Register of Interests: An audit and review of issues</i>	21 March 2023	Online Parliament	Yes
<i>Model for Reform of Lobbying Oversight in Tasmania</i>	14 June 2023	Online	No

14 Triannual Report number 3 of 2022-23 was released on 18 July 2023

Table 24. Register of submissions prepared

Title	Organisation	Date
<i>Multiple submissions on Employment Direction 5</i>	State Service Management Office	Ongoing
<i>Submission on Code of Conduct for Members of Parliament</i>	Joint Standing Committee on Integrity	August 2022
<i>Submission on Local Government Amendment (Code of Conduct) Bill 2022</i>	Department of Premier and Cabinet	August 2022
<i>Submission on Draft Children and Youth Safe Organisations Act 2022</i>	Department of Justice	October 2022
<i>Submission on consultation paper on Tasmanian National Preventive Mechanism implementation project</i>	Ombudsman Tasmania	February 2023
<i>Submission on TasPol Equity and Diversity Policy</i>	TasPol	March 2023
<i>Multiple submissions to Commission of Inquiry into Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings</i>	Commission of Inquiry into Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings	Ongoing

SECTION 7

CAPABILITY AND RESOURCES

We are committed to fostering a supportive, values-driven workplace and developing an effective, skilled and resilient workforce.

Workforce

At 30 June 2023, we employed 19.2 full-time equivalent officers, including the Chief Commissioner and Chief Executive Officer, with an actual staff head count of 24.¹⁵ We also maintain a register of 4 casual transcription typists in our Operations team and 4 casual trainers in our Education and Engagement team. We enlisted 2 people to assist with the inquiry being undertaken by the Integrity Tribunal.

We also fund the role of the Parliamentary Standards Commissioner.

The Commission is an agency for the purposes of the *State Service Act 2000*. Our employees are required to comply with the State Service Code of Conduct and principles, and receive training accordingly.¹⁶

Wellbeing, diversity and inclusion

Our staff remain our most important asset, and we seek to address the particular workplace stresses that arise from our specialist work and to ensure staff wellbeing.

Following extensive consultation with our staff, we developed and commenced implementation of a Wellbeing Framework, inclusive of a Diversity and Inclusion action plan, along with relevant training and workshops. This works with the excellent work undertaken by the Department of Justice and the broader State Service.

Our wellbeing work focuses on recognising the internal and external stresses that come with our work. We actively promote the use of our 2 Employee Assistance Providers, and provide internal support for employees dealing with difficult customers or matters. We have established a proactive and individualised psychosocial monitoring and counselling program for our Operations and front-line Corporate services staff.

Our office endorsed the following statement to show what diversity and inclusion mean to us:

A work environment where everyone feels safe, equal, and valued.

This statement has been embedded into our Statement of values and conduct, reaffirmed by all staff in April 2023. We are committed to a diverse and inclusive work environment, and continue to look for opportunities to foster diversity and inclusion.

¹⁵ Refer to the organisation chart on page 16.

¹⁶ The *State Service Act 2000* does not apply to the Chief Commissioner, the Board or the Parliamentary Standards Commissioner.

Performance and development

All staff participate in an annual performance appraisal and development cycle. The cycle commences with a review of performance for the previous year, and discussion and setting of priorities for the following 12 months under the respective Unit’s Operational Plan. An interim review occurs at 6 months to monitor progress and adjust the work plan as required.

The process, adapted from the Department of Justice performance management system, aligns individual performance with our strategic and operational plans, and identifies relevant personal and professional development opportunities. We are adopting a new version of the performance plan for 2023–24 to facilitate discussions relating to our workplace values and wellbeing initiatives.

Training and participation

Our annual whole-of-office training plan ensures that our staff are aware of their obligations as State Service employees and maintain contemporary skills and knowledge in relevant areas, from workplace health and safety to managing unconscious bias.

In addition to mandatory training, employees undertook 50 individual training activities in 2022–23, supporting professional and personal development. Staff also participated in the following professional and industry networks and forums:

- Australian Public Sector Anti-Corruption Conference
- National Intelligence Network
- National Anti-Corruption Integrity Agency Network
- Cross Jurisdictional Police Monitoring / Oversight Forum

Workplace health and safety

We adopted the Department of Justice Work Health and Safety Management System framework in 2016 to meet requirements of the *Australian Standard AS/NZ 4801 Work Health and Safety Management Systems*.

Our Work, Health and Safety Plan establishes our priorities and key performance indicators.

Over the reporting period, we had 5 WHS incident reports; all reports were adequately resolved. There were no claims for workers compensation.

Table 25. Work health and safety incident reports received

	2022-23	2021-22	2020-21
Incident reports	5	1	4

Table 26. Workers’ compensation claims received

	2022-23	2021-22	2020-21
Workers’ compensation claims	0	1	0

Security vetting

In addition to provisions of the Act and the *State Service Act 2000*, relevant employees are required to hold a Baseline security clearance, administered by the Australian Government Security Vetting Agency (AGSVA).

Authorised persons and contractors of less than 3 months undergo a Short-term access security clearance process, also administered by AGSVA.

Information management and cybersecurity

We endeavour to continually improve processes and systems to protect information, address cybersecurity concerns, and enhance operational capabilities.

During 2022-23:

- Significant advancements have been made to business continuity and data security through the implementation of a new server infrastructure.
- Major updates were applied to our investigation case management system to support operational activities.
- Event management and marketing software has been introduced to facilitate the growth of external training events and communications delivered by the Education and Engagement unit.

Additional improvements have been applied across systems to further mitigate risk and exposure to an evolving cybersecurity landscape.

Budget

We operated with a budget of \$3.56 million during 2022–23. We continued to monitor our budget carefully, ensuring the most appropriate and efficient use of resources.

In 2021, we received additional funding of \$622,000 p.a. over 3 years. This provided for an additional 5 full time equivalent staff, in a mix of permanent and fixed-term positions, reducing to 3 full time equivalent staff in 2024.

In 2022, we received an additional \$225,000 to support our education and oversight functions.

In addition to our 2022-23 allocation, we were provided a Rollover from 2021-22 of \$170,000. We expended \$166,275 of the permitted rollover on:

- additional research support for the Operations Unit, and Education and Engagement Unit
- additional administrative resources to support increases in staff in the other business units, and
- upgrades to our internal systems, including our case management system.

At the end of the reporting period, we had a budget surplus of \$180,000. This is primarily due to 2 vacant positions within the office as well as the time taken to recruit other vacant positions filled throughout the year. The full surplus will be put forward for rollover to 2023-24.

Detailed statements providing our financial obligations, performance and position are provided in Section 8 of this report.

Compliance

Table 32 sets out our legislative reporting requirements and refers to sections of this report where the relevant information is available.

The index complies with the annual reporting disclosure requirements of the:

- *Financial Management and Audit Act 1990* (FMAA)
- *Public Sector Superannuation Reform Act 2016* (PSSRA)
- *Public Interest Disclosures Act 2002* (PIDA)
- *Right to Information Act 2009* (RTIA)
- *State Service Regulations 2011* (SSR), and
- various Treasurer's Instructions (TI).

Table 27. Index of compliance responsibilities

Requirement	Legislation	Section
Appeals process	SSR reg 9(c)(iii)	7
Auditor-General's Report on financial statements	FMAA s 27(1)(c)	8
Community awareness, services and publications	SSR reg 9(c)(i)	1-8
Contact officers and points of public access	SSR reg 9(c)(ii)	Inside covers, 3-8
Contracts and procurement	TI FR-4	7
Financial statements	FMAA s 27(1)(c)	8
Head of Agency certification	TI 205 cl (1)	8
Major initiatives	SSR reg 9(a)(v)	1-7
Occupational health and safety strategies	SSR reg 9(b)(vi)	7
Organisation chart	SSR reg 9(a)(ii)	1
Organisation structure	SSR reg 9(a)(iii)	1
Overview of strategic plan	SSR reg 9(a)(i)	1
Processes established to ensure employee participation in industrial relations matters and any disputes affecting the Agency	SSR reg 9(b)(iv)	7
Public interest disclosures	PIDA s 86	2
Right to information	RTIA s 23	7
Superannuation contributions	PSSRA s 13	7
Support for local business	TI 1111 cl (3)(a)–(b); TI 1213 cl (2), (3)(a)–(b)	7

Internal audit

The Risk and Audit Committee oversees our governance processes, including the management of information, finances and assets. Its role is to provide independent assurance and risk management advice to the Board and CEO.

The Committee consists of: 2 external members, one of whom is the chairperson, and the other a public sector employee with expertise in information security; a Board member (Phil Foulston); and the Commission's CEO. The Director, Corporate Services, provides administrative support to the committee. The Committee met on 3 occasions in 2022–23.

Following its appointment as internal auditor last year, Crowe provided an internal audit report based on a risk workshop and assurance mapping process. The auditor's view is that the Commission is well placed from a risk management perspective.

The Committee determined to have Crowe undertake an audit of our Workplace Wellbeing and Change Management processes. The review was undertaken around the same time as we were implementing our Wellbeing Framework, ensuring that Crowe could advise if we had overlooked any significant areas.

As at 30 June 2023, the draft audit report showed that:

- there are no high-risk areas
- medium risk areas relate to timely review of policy and documentation, and reporting on key performance indicators for workplace health safety, and
- low risk areas relate to completion of mandatory training, opportunities for staff feedback on training and induction programs, and staff awareness on accessing EAP.

The audit also identified potential for improvement through pre-appointment psychological screening checks and additional employee welfare check-in.

Gifts, benefits and hospitality

A staff member declared 1 offer of a token gift during 2022–23; the offer was declined. The declaration was recorded on our Gifts and Benefits Register, and published on our website.

Right to information

The *Right to Information Act 2009* (RtI Act) allows individuals to apply for information from public authorities. In accordance with section 6(1) of the *RtI Act*, only information that relates to the administration of the Commission is obtainable under that Act.

We received 1 application for an assessed disclosure of information during the reporting period and all of the information requested was exempt under section (6)(1)(d) of the *RtI Act*. Even though we did not accept the application under the Act, we provided all the requested information.

Contracts and procurement

We ensure Tasmanian providers are given every opportunity to compete for its business. Our policy is to support local suppliers whenever they meet our criteria and offer the best value for money.

We undertook a range of contracting activities during 2022–23. However there were no contracts awarded with a value greater than \$50,000.

Service level agreement: Department of Justice

Our Service Level Agreement (SLA) with the Department of Justice was renewed on 1 July 2021. Under the SLA, the Department provides human resources, financial and information technology support. Adjusted for CPI, the cost of the SLA in 2022–23 was \$235,424. The cost of the SLA increases in proportion to increases in our establishment.

Approaches to Joint Standing Committee on Integrity by complainants

Complainants may write to the Joint Standing Committee on Integrity about our actions or decisions. The Joint Committee refers to such approaches as ‘representations’.

The Joint Committee referred 3 such representations to us during 2022–23, seeking either our comment on the representation or information about our response to, and history with, the representor. We provided a summary of our dealings with each representor, noting that each had either exhausted our complaint review options or had submitted multiple complaints to us about the same matter over a number of years.

The Joint Committee has not – this year nor any other year – provided us with its views on how we handled the original complaints nor any indication of how the Committee has dealt with the representations.

Superannuation certificate

I, Michael Easton, Chief Executive Officer of the Integrity Commission, hereby certify that the Integrity Commission has met its obligations under the *Superannuation Guarantee (Administration) Act 1992* (Cth) in respect of those Commission employees who are members of complying superannuation schemes to which the Commission, through the Department of Justice under a Service Level Agreement, makes employer superannuation contributions.

Michael Easton
Chief Executive Officer



19 October 2023



SECTION 8

FINANCIAL STATEMENTS

Contents

Statement of Certification	55
Statement of Comprehensive Income for the year ended 30 June 2023	56
Statement of Financial Position as at 30 June 2023	57
Statement of Cash Flows for the year ended 30 June 2023	58
Statement of Changes in Equity for the year ended 30 June 2023	59

Statement of Certification

The accompanying Financial Statements of the Integrity Commission are in agreement with the relevant accounts and records and have been prepared in compliance with Treasurer's Instructions issued under the provision of the *Financial Management Act 2016* to present fairly the financial transactions for the year ended 30 June 2023 and the financial position as at the end of the year.

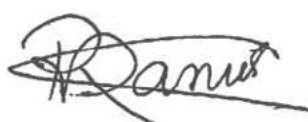
At the date of signing, we are not aware of any circumstances, which would render the particulars included in the financial statements misleading or inaccurate.



Michael Easton

Chief Executive Officer

8 September 2023



Rachael Daniels

Director, Corporate Services

8 September 2023

Statement of Comprehensive Income for the year ended 30 June 2023

	Notes	2023 Budget \$'000	2023 Actual \$'000	2022 Actual \$'000
Income from continuing operations				
Revenue from Government				
Appropriation revenue - recurrent	3.1	3 559	3 886	2 974
Other revenue from Government	3.1	-	166	120
Other revenue		-	-	-
Total income from continuing operations		3 559	4 052	3 094
Expenses from continuing operations				
Employee benefits	4.1	2 866	2 709	2 278
Depreciation and amortisation	4.2	201	212	224
Supplies and consumables	4.3	245	553	378
Finance costs	4.4	47	11	15
Other expenses	4.5	212	649	245
Total expenses from continuing operations		3 571	4 134	3 140
Net result		(12)	(82)	(46)
Comprehensive result		(12)	(82)	(46)

This Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 2 of the accompanying notes.

Statement of Financial Position as at 30 June 2023

	Notes	2023 Budget \$'000	2023 Actual \$'000	2022 Actual \$'000
Assets				
<i>Financial assets</i>				
Cash and deposits	8.1	85	79	68
Receivables	5.1	7	13	16
<i>Non-financial assets</i>				
Leasehold improvements and equipment	5.2	-	10	16
Right-of-use assets	5.3	-	433	611
Intangible assets	5.4	7	-	-
Other assets	5.5	468	91	79
Total assets		567	626	790
Liabilities				
Payables	6.1	13	16	14
Lease liabilities	6.2	369	441	622
Employee benefits	6.3	401	453	358
Provisions	6.5	82	97	95
Total liabilities		865	1 007	1 089
Net assets		(298)	(381)	(299)
Equity				
Accumulated funds		(298)	(381)	(299)
Total equity		(298)	(381)	(299)

This Statement of Financial Position should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 2 of the accompanying notes.

Statement of Cash Flows for the year ended 30 June 2023

	Notes	2023 Budget \$'000	2023 Actual \$'000	2022 Actual \$'000
Cash flows from operating activities		Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)
Cash inflows				
Appropriation receipts - recurrent		3 559	3 886	2 974
Appropriation receipts – other		-	166	120
GST receipts		-	136	75
Total cash inflows		3 559	4 188	3 169
Cash outflows				
Employee benefits		(2 835)	(2 616)	(2 256)
GST payments		-	(136)	(81)
Supplies and consumables		(245)	(560)	(394)
Finance costs		(47)	(10)	(15)
Other cash payments		(212)	(645)	(246)
Total cash outflows		(3 339)	(3 967)	(2 992)
Net cash from (used by) operating activities	8.2	220	221	177
Cash flows from financing activities				
Cash outflows				
Repayment of lease liabilities (excluding interest)	8.3	(220)	(210)	(194)
Total cash out flows		(220)	(210)	(194)
Net cash from/ (used by) financing activities		(220)	(210)	(194)
Net increase/(decrease) in cash held and cash equivalents		-	11	(17)
Cash and cash equivalents at the beginning of the reporting period		85	68	85
Cash and cash equivalents at the end of the reporting period	8.1	85	79	68

This Statement of Cash Flows should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 2 of the accompanying notes.

Statement of Changes in Equity for the year ended 30 June 2023

	Accumulated Funds \$'000	Total equity \$'000
Balance as at 1 July 2022	(299)	(299)
Total comprehensive result	(82)	(82)
Total	(82)	(82)
Balance as at 30 June 2023	(381)	(381)

	Accumulated Funds \$'000	Total equity \$'000
Note references update automatically when printed.		
Balance as at 1 July 2021	(253)	(253)
Total comprehensive result	(46)	(46)
Total	(46)	(46)
Balance as at 30 June 2022	(299)	(299)

This Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Notes to and forming part of the Financial Statements for the year ended 30 June 2023

Note 1. Commission Output Schedules	61	Note 7. Commitments and Contingencies	77
1.1 Output Group Information	61	7.1 Schedule of Commitments	77
Note 2. Explanations of Material Variances between Budget and Actual Outcomes	61	7.2 Contingent Assets and Liabilities	78
2.1 Statement of Comprehensive Income	61	Note 8. Cash Flow Reconciliation	78
2.2 Statement of Financial Position	62	8.1 Cash and Deposits	78
2.3 Statement of Cash Flows	62	8.2 Reconciliation of Net Result to Net Cash from Operating Activities	79
Note 3. Revenue	63	8.3 Reconciliation of liabilities arising from financing activities	79
3.1 Revenue from Government	63	Note 9. Financial Instruments	80
Note 4. Expenses	64	9.1 Risk Exposures	80
4.1 Employee Benefits	64	9.2 Categories of Financial Assets and Liabilities	82
4.2 Depreciation and Amortisation	66	9.3 Comparison between Carrying Amount and Net Fair Values of Financial Assets and Liabilities	82
4.3 Supplies and Consumables	67	9.4 Net Fair Values of Financial Assets and	83
4.4 Finance costs	68	Note 10. Events Occurring After Balance Date	84
4.5 Other Expenses	68	Note 11. Other Significant Accounting Policies and Judgements	84
Note 5. Assets	68	11.1 Objectives and Funding	84
5.1 Receivables	68	11.2 Basis of Accounting	85
5.2 Leasehold Improvements and Equipment	69	11.3 Reporting Entity	85
5.3 Right-of-use Assets	71	11.4 Functional and Presentation Currency	85
5.4 Intangible Assets	72	11.5 Changes in Accounting Policies	86
5.5 Other Assets	72	11.6 Foreign Currency	86
Note 6. Liabilities	73	11.7 Comparative Figures	86
6.1 Payables	73	11.8 Budget Information	86
6.2 Lease Liabilities	73	11.9 Rounding	87
6.3 Employee Benefits	75	11.10 Commission Taxation	87
6.4 Superannuation	76	11.11 Goods and Services Tax	87
6.5 Provisions	76		

Note 1. Commission Output Schedules

1.1 Output Group Information

The Commission has a single Output called Integrity Commission which fulfils all of its statutory responsibilities. The summary of budgeted and actual revenues and expenses for this Output are the same as in the Statement of Comprehensive Income. Therefore, the inclusion of a separate Output Schedule is not necessary.

Note 2. Explanations of Material Variances between Budget and Actual Outcomes

Budget information refers to original estimates as disclosed in the 2022-23 Budget Papers and is not subject to audit.

Variances are considered material where the variance exceeds the greater of 10 per cent of Budget estimate and \$100,000. Budget information has not been subjected to audit.

2.1 Statement of Comprehensive Income

Note		Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Appropriation revenue – recurrent	(a)	3 559	3 886	327	9
Other revenue from government	(b)	-	166	166	>100
Employee benefits	(c)	2 866	2 709	157	5
Supplies and consumables	(d)	245	543	(298)	>100
Other expenses	(e)	212	649	(437)	>100

Notes to Statement of Comprehensive Income variances

a) The net variation relates to a saving, at 30 June 2023, of \$180,000, which has been approved to be rolled over to 2023-24. In addition, the Commission received a wages provision adjustment to the appropriation of \$43,000. The Commission also recovered costs and expenses associated with an inquiry held under Part 7 of the *Integrity Commission Act 2009*, with such costs recovered as a charge on the Public Account and payable out of the Public Account under section 86 of the Act.

b) Other revenue relates to an approved rollover of savings from 2022-21.

c) The variation results from vacant positions during the year, and delays in the recruitment process.

d) \$80,000 relates to costs associated with the inquiry. Refer note 2.1(a). The budget for supplies and consumables is understated by approximately \$100,000.

e) Approximately \$300,000 relates to costs and expenses associated with the inquiry. Refer note 2.1(a).

2.2 Statement of Financial Position

Budget estimates for the 2022-23 Statement of Financial Position were compiled prior to the completion of the actual outcomes for 2021-22. As a result, the actual variance from the Original Budget estimate will be impacted by the difference between estimated and actual opening balances for 2022-23. The following variance analysis therefore includes major movements between the 30 June 2022 and 30 June 2023 actual balances.

	Note	Budget \$'000	2023 Actual \$'000	2022 Actual \$'000	Budget Variance \$'000	Actual Variance \$'000
Right-of-use assets	(a)	-	433	611	433	(178)
Lease liabilities	(b)	369	441	622	(72)	181

Notes to Statement of Financial Position variances

a) The net variance is due to depreciation of the accommodation lease, an increase in the value of the lease due to CPI, as well as decrease in the makegood provision. Refer note 5.3.

The movement is due to cash repayments for the accommodation lease, net of an increase in the lease liability due to the reassessment of CPI. Refer note 8.3.

2.3 Statement of Cash Flows

Note		Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Appropriation revenue – recurrent	(a)	3 559	3 886	327	9
Other revenue from Government	(b)	-	166	166	>100
GST receipts	(c)	-	136	136	>100
GST Payments	(c)	-	136	(136)	>100
Employee benefits	(d)	(2 835)	(2 616)	(219)	(8)
Supplies and consumables	(e)	(245)	(560)	(315)	>100
Other cash payments	(f)	(212)	(645)	(433)	>100

Notes to Statement of Cash Flows variances

a) The net variation relates to a saving, at 30 June 2023, of \$180,000, which has been approved to be rolled over to 2023-24. In addition, the Commission received a wages provision adjustment to the appropriation of \$43,000. The Commission also recovered costs and expenses associated with an inquiry held under Part 7 of the *Integrity Commission Act 2009*. Refer Note 2.1(a).

b) Other revenue relates to an approved rollover of savings from 2022-21.

c) The budget did not include GST receipts or payments

d) The variation results from vacant positions during the year, and delays in the recruitment process.

e) \$80,000 relates to costs associated with the inquiry. Refer note 2.1(a). The budget for supplies and consumables is understated by approximately \$100,000.

f) Approximately \$300,000 relates to cost associated with the inquiry. Refer note 2.1(a).

Note 3. Revenue

Income is recognised in the Statement of Comprehensive Income when an increase in future economic benefits related to an increase in an asset or a decrease of a liability has arisen that can be measured reliably.

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15.

3.1 Revenue from Government

Appropriations, whether recurrent or capital, are recognised as revenues in the period in which the Commission gains control of the appropriated funds as they do not contain enforceable and sufficiently specific obligations as defined by AASB 15. Except for any amounts identified as carried forward, control arises in the period of appropriation.

Revenue from Government includes revenue from appropriations, unexpended appropriations rolled over under section 23 of the *Financial Management Act 2016* and Items Reserved by Law.

Section 23 of the Financial Management Act allows for an unexpended appropriation at the end of the financial year, as determined by the Treasurer, to be issued and applied from the Public Account in the following financial year. The amount determined by the Treasurer must not exceed five per cent of an Agency's appropriation for the financial year.

The Budget information is based on original estimates and has not been subject to audit.

	2023 Budget \$'000	2023 Actual \$'000	2022 Actual \$'000
Appropriation revenue - recurrent			
Current year	3 559	3 422	2 974
R083 Costs of Inquiries by Integrity Tribunal	-	464	-
	3 559	3 886	2 974
Revenue from Government - other			
Appropriation Rollover under section 23 of the <i>Financial Management Act 2016</i> .	-	166	120
	-	166	120
Total revenue from Government	3 559	4 052	3 094

Note 4. Expenses

Expenses are recognised in the Statement of Comprehensive Income when a decrease in future economic benefits related to a decrease in an asset or an increase in a liability has arisen that can be measured reliably.

4.1 Employee Benefits

Employee benefits include, where applicable, entitlements to wages and salaries, annual leave, sick leave, long service leave, superannuation and any other post-employment benefits.

a) Employee expenses

	2023 \$'000	2022 \$'000
Wages and salaries	2 365	1 969
Superannuation – defined contribution schemes	284	225
Superannuation – defined benefit schemes	12	12
Other employee expenses	48	72
Total	2 709	2 278

Superannuation expenses relating to defined benefits schemes relate to payments into the Public Account. The amount of the payment is based on an employer contribution rate determined by the Treasurer, on the advice of the State Actuary. The current employer contribution is 12.95 per cent (2021-22: 12.95 per cent) of salary.

Superannuation expenses relating to defined contribution schemes are paid directly to the relevant superannuation funds at a rate of 10.5 per cent (2021-22: 9.5 per cent) of salary. In addition, the Commission is also required to pay into the Public Account a “gap” payment equivalent to 3.45 per cent (2021-22: 3.45 per cent) of salary in respect of employees who are members of contribution schemes.

b) Remuneration of Key management personnel

2023	Short-term benefits		Long-term benefits		Termination Benefits \$'000	Total \$'000
	Salary \$'000	Other Benefits¹ \$'000	Super annuation \$'000	Leave Benefits²		\$'000
Key management personnel						
Greg Melick, Chief Commissioner	135	-	15	-	-	150
Michael Easton, Chief Executive Officer	210	17	31	12	-	270
Luppo Prins, Board Member	16	-	2	-	-	18
Robert Winter, Board Member	16	-	2	-	-	18
Phil Foulston, Board Member	16	-	2	-	-	18
Total	393	17	52	12	-	474

2022	Short-term benefits		Long-term benefits		Termination Benefits \$'000	Total \$'000
	Salary \$'000	Other Benefits¹ \$'000	Super annuation \$'000	Leave Benefits²		\$'000
Key management personnel						
Greg Melick, Chief Commissioner	140	-	14	-	-	154
Michael Easton, Chief Executive Officer	202	17	29	14	-	262
Luppo Prins, Board Member	16	-	2	-	-	18
Robert Winter, Board Member	16	-	2	-	-	18
Phil Foulston, Board Member	16	-	2	-	-	18
Total	390	17	49	14	-	470

¹Other includes car and car parking benefits.

²Leave Benefits include movements in long service leave and annual leave.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the agency, directly or indirectly.

Integrity Commission Board and Chief Executive Officer

The Integrity Commission Board and Chief Executive Officer comprise the key management personnel at the Integrity Commission. The Board is chaired by the Chief Commissioner and has three appointed members.

Details of the Commission's remuneration arrangements for its key management personnel are as follows:

- The remuneration policy is in line with Senior Executive Service arrangements for the Chief Executive Officer, and instruments of appointment pursuant to and in accordance with sections 14 and 15 of the *Integrity Commission Act 2009* for the Chief Commissioner and the appointed Board members.
- In the case of the Chief Commissioner and the Chief Executive Officer, contractual arrangements allow for the provision of a motor vehicle, superannuation contributions, car parking and reimbursement of reasonable expenses incurred on official business. Contractual arrangements allow for reimbursement for appointed Board members of reasonable expenses incurred on official business.
- The Chief Executive Officer has elected to receive a car allowance in lieu of a motor vehicle and does not use the Commission car park. The Chief Commissioner has waived the right to a motor vehicle throughout his tenure at the Commission.
- Upon retirement, the Chief Executive Officer is paid employee benefit entitlements accrued to the date of retirement. In the event of any redundancy, the Chief Executive Officer is paid in accordance with their instrument of appointment.

c) Related Party Transactions

There are no significant related party transactions requiring disclosure.

4.2 Depreciation and Amortisation

All applicable Non-financial assets having a limited useful life are systematically depreciated or amortised over their useful lives in a manner which reflects the consumption of their service potential. The Commission makes a judgement that all of its assets are consumed in an equal pattern over their useful life, and as a result depreciation and amortisation are provided for on a straight line basis, using lives which are reviewed annually.

The depreciable amount of improvements to or on leaseholds is allocated progressively over the estimated useful lives of the improvements or the unexpired period of the lease, whichever is the shorter. The unexpired period of a lease includes any option period where exercise of the option is reasonably certain.

The useful lives of each class of asset are as follows:

Key estimate and judgement

All intangible assets having a limited useful life are systematically amortised over their useful lives reflecting the pattern in which the asset's future economic benefits are expected to be consumed by the Commission.

Right-of-use assets

A right-of-use asset is a lessee's right to use an asset over the life of a lease. The Commission has entered into a leasing arrangement for its premises at 199 Macquarie St for a period of 5 years, to be amortised over the period of the lease. Refer also to note 5.3.

(a) Depreciation	Major depreciation period	2023 \$'000	2022 \$'000
Leasehold improvements – depreciation	14 years	5	6
Right-of-use assets - depreciation	5 years	206	202
Total depreciation		212	208

(b) Amortisation	Major amortisation rate	2023 \$'000	2022 \$'000
Intangibles – amortisation	10 per cent	-	16
Total amortisation		-	16

Total Depreciation and Amortisation	212	224
--	------------	------------

4.3 Supplies and Consumables

	2023 \$'000	2022 \$'000
Audit fees – external financial audit	13	13
Audit fees – internal audit	17	5
Motor vehicle leases	3	4
Consultants	75	42
Property Services	35	32
Communications	20	18
Information technology	218	165
Travel and transport	42	9
Printing	9	5
Personnel expenses	22	6
Plant and equipment	26	49
Office requisites	5	2
Other supplies and consumables	66	28
Total	551	378

Audit fees paid or payable to the Tasmanian Audit Office for the audit of the Commission's financial statements were \$13,300 (\$12,920 for 2021-22).

Lease expense includes lease rentals for short-term leases, lease of low value assets and variable lease payments. Refer to note 6.2 for breakdown of lease expenses and other lease disclosures.

4.4 Finance costs

All finance costs are expensed as incurred using the effective interest method.

	2023 \$'000	2022 \$'000
Interest on lease liabilities	11	15
Total finance costs	11	15

4.5 Other Expenses

Expenses from activities other than those identified above are recognised in the Statement of Comprehensive Income when a decrease in future economic benefits related to a decrease in an asset or an increase in a liability has arisen that can be measured reliably.

	2023 \$'000	2022 \$'000
Salary oncosts	18	17
Corporate support provided by the Department of Justice	235	209
Legal costs	288	-
Other expenses	110	19
Total	651	245

Legal costs are associated with the inquiry. Refer note 2.1(a).

Note 5. Assets

Assets are recognised in the Statement of Financial Position when it is probable that the future economic benefits will flow to the Commission and the asset has a cost or value that can be measured reliably.

5.1 Receivables

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Receivables are held with the objective to collect the contractual cash flows and are subsequently measured at amortised cost using the effective interest method. Any subsequent changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process. An allowance for expected credit loss is based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate.

For trade receivables, a simplified approach in calculating expected credit losses is applied, with a loss allowance based on lifetime expected credit losses recognised at each reporting date. The Commission has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

The only receivables recognised by the Commission at 30 June 2023 (and 30 June 2022) relate to GST credits receivable from the ATO.

	2023 \$'000	2022 \$'000
Tax assets	13	16
Total	13	16
Settled within 12 months	13	16
Total	13	16

As the Commission does not generally have trade receivables, only Tax assets in any given year, there is no expected impairment or credit loss on those receivables.

5.2 Leasehold Improvements and Equipment

(i) *Valuation basis*

All Non-current physical assets are recorded at historic cost less accumulated depreciation and impairments if any.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The costs of selfconstructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the asset to a working condition for its intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment. All assets within a class of assets are measured on the same basis.

When parts of an item of equipment have different useful lives, they are accounted for as separate items (major components) of leasehold improvements and equipment.

(ii) *Subsequent costs*

The cost of replacing part of an item of leasehold improvements and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Commission and its costs can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of daytoday servicing of leasehold improvements and equipment are recognised in profit or loss as incurred.

(iii) *Asset recognition threshold*

The asset capitalisation threshold adopted by the Commission for non-current physical assets is \$10,000. Assets acquired at a cost of less than \$10,000 are charged to the Statement of Comprehensive Income in the year of purchase (other than where they form part of a group of similar items which are material in total).

Carrying amount

	2023 \$'000	2022 \$'000
Leasehold improvements and equipment		
At cost	583	583
Less: Accumulated depreciation	(572)	(567)
Total Leasehold improvements	10	16
Total Leasehold Improvements and Equipment	10	16

a) Reconciliation of movements

2023	Total \$'000
Carrying amount at 1 July	16
Depreciation expense	(6)
Carrying amount at 30 June	10

2022	Total \$'000
Carrying amount at 1 July	22
Depreciation expense	(6)
Carrying amount at 30 June	16

5.3 Right-of-use Assets

AASB 16 requires the Commission to recognise a rightofuse asset, where it has control of the underlying asset over the lease term. A rightofuse asset is measured at the present value of initial lease liability, adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site. Rightofuse assets include assets in respect of leases previously treated as operating leases under AASB 117, and therefore not recognised on the Statement of Financial Position.

The Commission has elected not to recognise rightofuse assets and lease liabilities arising from shortterm leases, rental arrangements for which the Department of Treasury and Finance has substantive substitution rights over the assets and leases for which the underlying asset is of lowvalue. Substantive substitution rights relate primarily to office accommodation. An asset is considered lowvalue when it is expected to cost less than \$10 000.

Rightofuse assets are depreciated over the shorter of the asset's useful life and the term of the lease. Where the Commission obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the Commission will exercise a purchase option, the Commission depreciates the right-of-use asset over its useful life.

2023	Total \$'000
Carrying value at 1 July	611
Additions	-
Increase (decrease) - reassess lease liability of CPI	30
Increase (decrease) – make good provision	(2)
Depreciation	(206)
Carrying value at 30 June	433

2022	Total \$'000
Carrying value at 1 July	757
Additions	-
Increase (decrease) - reassess lease liability of CPI	44
Increase (decrease) – make good provision	12
Depreciation	(202)
Carrying value at 30 June	611

The Commission reassessed the lease liability on a yearly basis to reflect actual CPI inflation and after-market rent reviews.

5.4 Intangible Assets

An intangible asset is recognised where:

- it is probable that an expected future benefit attributable to the asset will flow to the Commission; and
- the cost of the asset can be reliably measured.

Intangible assets held by the Commission are valued at cost less any subsequent accumulated amortisation and any subsequent accumulated impairment losses.

a) Carrying amount

	2023 \$'000	2022 \$'000
Intangible assets		
At cost	261	261
Accumulated amortisation	(261)	(261)
Total Intangible assets	-	-

5.5 Other Assets

Other assets comprises of prepayments. Prepayments relate to actual transactions that are recorded at cost with the asset at balance date representing the un-utilised component of the prepayment.

	2023 \$'000	2022 \$'000
Other current assets		
Prepayments	91	79
Total	91	79
Utilised within 12 months	91	79
Total other assets	91	79

Note 6. Liabilities

Liabilities are recognised in the Statement of Financial Position when it is probable that an outflow of resources embodying economic benefits will result from the settlement of a present obligation and the amount at which the settlement will take place can be measured reliably.

6.1 Payables

Payables, including goods received and services incurred but not yet invoiced, are recognised at amortised cost, which due to the short settlement period, equates to face value, when the Commission becomes obliged to make future payments as a result of a purchase of assets or services.

	2023 \$'000	2022 \$'000
Accrued expenses	16	14
Total	16	14
Settled within 12 months	16	14
Total	16	14

Settlement is usually made within 30 days.

6.2 Lease Liabilities

A lease liability is measured at the present value of the lease payments that are not paid at that date. The discount rate used to calculate the present value of the lease liability is the rate implicit in the lease. Where the implicit rate is not known and cannot be determined the Tascorp indicative lending rate including the relevant administration margin is used.

The Commission has elected not to recognise rightofuse assets and lease liabilities arising from shortterm leases, rental arrangements for which the Department of Treasury and Finance has substantive substitution rights over the assets and leases for which the underlying asset is of lowvalue. Substantive substitution rights relate primarily to office accommodation. An asset is considered lowvalue when it is expected to cost less than \$10 000.

The Commission has entered into the following leasing arrangements:

Class of rightofuse asset	Details of leasing arrangements
Building	Office Accommodation at 199 Macquarie Street, Hobart

The Commission's leasing arrangement is for five years. The Commission makes a number of assumptions regarding CPI and interest rates which it uses to calculate the present value of the lease liability. The Commission retains a provision for lease make-good which is included in note 6.5.

	2023 \$'000	2022 \$'000
Current		
Lease liabilities	228	208
Non-current		
Lease liabilities	213	414
Total	441	622

Maturity analysis of lease liabilities

	2023 \$'000	2022 \$'000
One year or less	235	220
From one to two years	215	220
From two to three years	-	201
Total	450	641

The lease liability in the maturity analysis is presented using undiscounted contractual amounts before deducting finance charges.

The following amounts are recognised in the Statement of Comprehensive Income.

	2023 \$'000	2022 \$'000
Current		
Interest on lease liabilities in note 4.4	11	15
Lease expenses included in note 7.1:		
Short term and/or low-value leases	83	81
Net expenses from leasing activities	94	96

6.3 Employee Benefits

Key estimate and judgement

Liabilities for wages and salaries and annual leave are recognised when an employee becomes entitled to receive a benefit. Those liabilities expected to be realised within 12 months are measured as the amount expected to be paid. Other employee entitlements are measured as the present value of the benefit at 30 June, where the impact of discounting is material, and at the amount expected to be paid if discounting is not material. The Commission makes an assumption that all staff annual leave balances less than 20 days will be settled within 12 months, and therefore valued at nominal value, and balances in excess of 20 days will be settled in greater than 12 months and therefore calculated at present value.

A liability for long service leave is recognised and is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. The Commission makes a number of assumptions regarding the probability that staff who have accrued long service leave but are ineligible to take it will remain with the Commission long enough to take it. For those staff eligible to take their long service leave, the Commission assumes that they will utilise it evenly over the following ten years. All long service leave that will be settled within 12 months is calculated at nominal value and all long service leave that will be settled in greater than 12 months is calculated at present value.

	2023 \$'000	2022 \$'000
Accrued salaries	62	56
Annual leave	136	100
Long service leave	255	202
Total	453	358
Expected to settle wholly within 12 months	192	151
Expected to settle wholly after 12 months	261	207
Total	453	358

6.4 Superannuation

(i) *Defined contribution schemes*

A defined contribution scheme is a postemployment benefit scheme under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution schemes are recognised as an expense when they fall due.

(ii) *Defined benefit schemes*

A defined benefit scheme is a postemployment benefit scheme other than a defined contribution scheme.

(iii) *Key estimate and judgement*

The Commission does not recognise a liability for the accruing superannuation benefits of Commission employees. This liability is held centrally and is recognised within the Finance General Division of the Department of Treasury and Finance.

6.5 Provisions

A provision arises if, as a result of a past event, the Commission has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a rate that reflects current market assessments of the time value of money and the risks specific to the liability. Any right to reimbursement relating to some or all of the provision is recognised as an asset when it is virtually certain that the reimbursement will be received.

	2023 \$'000	2022 \$'000
Provision for lease make-good	97	95
Total	97	95
Utilised in more than 12 months	97	95
Total	97	95

The lease make-good provision provides for work to be carried out at the expiry of the lease period in 2025, to restore the current premises to the original condition prior to fit out by the Commission. This provision is measured at present value.

Note 7. Commitments and Contingencies

7.1 Schedule of Commitments

The Commission had entered into a number of operating lease agreements for property, plant and equipment, where the lessors effectively retain all the risks and benefits incidental to ownership of the items leased. Equal instalments of lease payments were charged to the Statement of Comprehensive Income over the lease term, as this is representative of the pattern of benefits to be derived from the leased property.

Leases are recognised as right-of-use assets and lease liabilities in the Statement of Financial Position, excluding short term leases and leases for which the underlying asset is of low value, which are recognised as an expense in the Statement of Comprehensive Income.

	2023 \$'000	2022 \$'000
By type		
<i>Lease Commitments</i>		
Short-term and/or low-value leases	71	69
Motor vehicle	12	12
<i>Total lease commitments</i>	83	81
<i>Other commitments</i>		
Office cleaning contract	6	20
Other Commitments	45	6
<i>Total other commitments</i>	51	26
By maturity		
<i>Operating lease commitments</i>		
One year or less	40	27
From one to five years	43	54
<i>Total operating lease commitments</i>	83	81
<i>Other commitments</i>		
One year or less	38	19
From one to five years	13	7
<i>Total other commitments</i>	51	26
Total	134	107

The Operating Lease commitments include minor information technology equipment leases and motor vehicle leases which is owned and managed by Treasury. The Commission pays a monthly payment to the Department of Treasury and Finance via the Government's fleet manager for use of the vehicles.

The Commission has entered into operating lease agreements for equipment, where the lessors effectively retain all the risks and benefits incidental to ownership of the items leased. Equal instalments of lease payments are charged to the Statement of Comprehensive Income over the lease term, as this is representative of the pattern of benefits to be derived from the equipment. All amounts shown are inclusive of GST where applicable.

7.2 Contingent Assets and Liabilities

Contingent assets and liabilities are not recognised in the Statement of Financial Position due to uncertainty regarding the amount or timing of the underlying claim or obligation.

a) Quantifiable contingencies

A quantifiable contingent asset is a possible asset that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

A quantifiable contingent liability is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity; or a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation.

The Commission has no contingent assets or liabilities as at 30 June 2023.

Note 8. Cash Flow Reconciliation

Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in the Special Deposits and Trust Fund, being short term of three months or less and highly liquid. Deposits are recognised at amortised cost, being their face value.

The Commission has an overdraft facility on its account to allow for the delay in receiving reimbursement for GST payments from the Australian Taxation Office.

8.1 Cash and Deposits

Cash and deposits include the balance of the Financial Management Account held by the Commission within the Public Account.

	2023 \$'000	2022 \$'000
Special Deposits and Trust Fund balance		
S527 Integrity Commission Operating Account	79	68
Total cash and deposits	79	68

8.2 Reconciliation of Net Result to Net Cash from Operating Activities

	2023 \$'000	2022 \$'000
Net result	(74)	(46)
Depreciation and amortisation	212	224
Decrease (increase) in Receivables	4	(9)
Decrease (increase) in Prepayments	(12)	(15)
Increase (decrease) in Employee entitlements	95	20
Increase (decrease) in Payables	(6)	3
Increase (decrease) in Provisions	2	-
Net cash from (used by) operating activities	221	177

8.3 Reconciliation of liabilities arising from financing activities

Liabilities arising from financing activities are liabilities for which cash flows were, or future cash flows will be, classified in the Statement of Cash Flows as cash flows from financing activities.

2023	Lease Liabilities \$'000
Balance as at 1 July 2022	622
Increase (decrease) - reassess lease liability of CPI	30
Changes from financing cash flows:	
Cash Repayments	(211)
Balance as at 30 June 2023	441

2022	Lease Liabilities \$'000
Balance as at 1 July 2021	772
Increase (decrease) - reassess lease liability of CPI	44
Changes from financing cash flows:	
Cash Repayments	(194)
Balance as at 30 June 2022	622

Note 9. Financial Instruments

9.1 Risk Exposures

a) Risk management policies

The Commission has exposure to the following risks from its use of financial instruments:

- credit risk; and
- liquidity risk.

The Chief Executive Officer, with the advice of the Commission's Risk and Audit Committee, has overall responsibility for the establishment and oversight of the Commission's risk management framework. Risk management policies are continuing to be established to identify and analyse risks faced by the Commission, to set appropriate risk limits and controls, and to monitor risks and adherence to limits.

b) Credit risk exposures

Credit risk is the risk of financial loss to the Commission if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

Financial Instrument	Accounting and strategic policies (including recognition criteria and measurement basis)	Nature of underlying instrument (including significant terms and conditions affecting the amount. Timing and certainty of cash flows)
Financial Assets		
Receivables	Receivables are recognised at amortised cost, less any expected credit losses, however, due to the short settlement period, receivables are not discounted back to their present value.	Receivables recognised by the Commission at 30 June 2022 relate to GST receivable from the ATO.
Cash and deposits	Deposits are recognised at amortised cost, being their face value.	Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in the Special Deposits and Trust Fund. The Commission has an overdraft facility on its account to allow for the delay in receiving reimbursement for GST payments from the ATO.

The Commission had no financial assets at either balance date that were past due or impaired.

Liquidity risk

Liquidity risk is the risk that the Commission will not be able to meet its financial obligations as they fall due. The Commission's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when they fall due.

Financial Instrument	Accounting and strategic policies (including recognition criteria and measurement basis)	Nature of underlying instrument (including significant terms and conditions affecting the amount. Timing and certainty of cash flows)
Financial Liabilities		
Payables	Payables are recognised at amortised cost, which due to the short settlement period, equates to face value, when the Commission becomes obliged to make future payments as a result of a purchase of assets or services.	Payables, including goods received and services incurred but not yet invoiced, arise when the Commission becomes obliged to make future payments as a result of a purchase of assets or services. As per Treasurer's Instruction FC-7, the Commission pays within suppliers' credit terms or within 14 days of the Commission receiving the invoice, whichever is shorter.
Lease Liabilities	Lease liabilities are measured at the present value of the lease payments that are not paid at that date	The discount rate used to calculate the present value of the lease liability is the rate implicit in the lease. Where the implicit rate is not known and cannot be determined the Tascorp indicative lending rate including the relevant administration margin is used.

The following tables detail the undiscounted cash flows payable by the Commission by remaining contractual maturity for its financial liabilities. It should be noted that as these are undiscounted, totals may not reconcile to the carrying amounts presented in the Statement of Financial Position: Refer to notes 2.2(b), and 6.2 for further information in relation to lease liabilities.

2023	Maturity analysis for financial liabilities						Undiscounted Total \$'000	Carrying Amount \$'000
	1 Year \$'000	2 Years \$'000	3 Years \$'000	4 Years \$'000	5 Years \$'000			
Financial liabilities								
Payables	16 -		-	-	-		16	16
Total	16	-	-	-	-		16	16

2022	Maturity analysis for financial liabilities						Undiscounted Total \$'000	Carrying Amount \$'000
	1 Year \$'000	2 Years \$'000	3 Years \$'000	4 Years \$'000	5 Years \$'000			
Financial liabilities								
Payables	14 -		-	-	-		14	14
Total	14	-	-	-	-		14	14

9.2 Categories of Financial Assets and Liabilities

AASB 9 Carrying amount	2023 \$'000	2022 \$'000
Financial assets		
Cash and cash equivalents	79	68
Amortised cost	13	16
Total	92	84
Financial Liabilities		
Financial liabilities measured at amortised cost	16	14
Total	16	14

The operating lease for rent of premises, previously expensed, is now recognised as a lease liability. Refer to note 6.2 for further information in relation to lease liabilities.

9.3 Comparison between Carrying Amount and Net Fair Values of Financial Assets and Liabilities

	Carrying Amount 2023 \$'000	Net Fair Value 2023 \$'000	Carrying Amount 2022 \$'000	Net Fair Value 2022 \$'000
Financial assets				
Cash in Special Deposits and Trust Fund	79	79	68	68
Receivables	13	13	16	16
Total financial assets	92	92	84	84
Financial liabilities				
Accrued expenses	16	16	14	14
Total financial liabilities	16	16	14	14

Financial Assets

The net fair values of cash and non-interest bearing monetary financial assets approximate their carrying amounts.

The net fair value of receivables is recognised at amortised cost, less any impairment losses, however, due to the short settlement period, receivables are not discounted back to their present value.

Financial Liabilities

The net fair values for trade creditors are approximated by their carrying amounts.

9.4 Net Fair Values of Financial Assets and Liabilities

2023	Net Fair Value Level 1 \$'000	Net Fair Value Level 2 \$'000	Net fair Value Level 3 \$'000	Net Fair Value Total \$'000
Financial assets				
Cash in Special Deposits and Trust Fund	79	-	-	79
Receivables	13	-	-	13
Total financial assets	92	-	-	92
Financial liabilities				
Accrued Expenses	16	-	-	16
Total financial liabilities	16	-	-	16

2022	Net Fair Value Level 1 \$'000	Net Fair Value Level 2 \$'000	Net fair Value Level 3 \$'000	Net Fair Value Total \$'000
Financial assets				
Cash in Special Deposits and Trust Fund	68	-	-	68
Receivables	16	-	-	16
Total financial assets	84	-	-	84
Financial liabilities				
Accrued Expenses	14	-	-	14
Total financial liabilities	14	-	-	14

The recognised fair values of financial assets and financial liabilities are classified according to the fair value hierarchy that reflects the significance of the inputs used in making these measurements. The Commission uses various methods in estimating the fair value of a financial instrument. The methods comprise:

Level 1 the fair value is calculated using quoted prices in active markets;

Level 2 the fair value is estimated using inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices); and

Level 3 the fair value is estimated using inputs for the asset or liability that are not based on observable market data.

Note 10. Events Occurring After Balance Date

There have been no events subsequent to balance date which would have a material effect on the Commission's Financial Statements as at 30 June 2023.

Note 11. Other Significant Accounting Policies and Judgements

11.1 Objectives and Funding

The Integrity Commission (the Commission) was established by the *Integrity Commission Act 2009* and started operation on 1 October 2010 with its start-up phase being from June 2010. The Commission's role is to improve the standard of conduct, propriety and ethics in the public sector through:

- Education and training to prevent misconduct and develop resistance to misconduct;
- Building the capacity of the public sector to prevent and address misconduct;
- Providing an effective mechanism for misconduct complaints to be addressed; and
- Promoting integrity by providing advice on issues of integrity and ethical conduct across the public sector and developing codes of conduct.

The Commission's primary focus, under its legislation, is on education, advice and prevention of public officer misconduct to strengthen the confidence of Tasmanians in the capacity of the State's public authorities to operate ethically and with propriety.

The Commission also deals with complaints of misconduct which, in some instances, may lead to investigations, and has the power to monitor and audit internal investigation processes conducted by public authorities.

The Commission is overseen by a Board that comprises the Chief Commissioner and three other members, with specialist expertise.

The Commission's activities are classified as controlled as they involve the use of assets, liabilities, revenues and expenses controlled or incurred by the Commission in its own right.

The Commission is funded through Parliamentary appropriations. The financial statements encompass all funds through which the Commission controls resources to carry on its functions.

11.2 Basis of Accounting

The Financial Statements were signed by the Chief Executive Officer and Director, Corporate Services on 08 September 2023.

The Financial Statements are a general purpose financial report and have been prepared in accordance with:

- Australian Accounting Standards (AAS) and Interpretations issued by the Australian Accounting Standards Board (AASB); and
- The Treasurer's Instructions issued under the provisions of the *Financial Management Act 2016*.

Compliance with the AAS may not result in compliance with International Financial Reporting Standards (IFRS), as the AAS include requirements and options available to not-for-profit organisations that are inconsistent with IFRS. The Commission is considered to be not-for-profit and has adopted some accounting policies under the AAS that do not comply with IFRS.

The Financial Statements have been prepared on an accrual basis and, except where stated, are in accordance with the historical cost convention. The accounting policies are consistent with the previous year except for those changes outlined in note 11.5.

The Financial Statements have been prepared on the basis that the Commission is a going concern. The continued existence of the Commission in its present form, undertaking its current activities, is dependent on Government policy and on continuing appropriations by Parliament for the Commission's administration and activities. It is also noted that, because the Commission is not funded for depreciation or to meet employee annual or long service leave not taken in the normal course of events, support will be needed to fund asset replacements and leave entitlements as outlined.

The Commission has made no assumptions concerning the future that may cause a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

11.3 Reporting Entity

The Financial Statements include all the controlled activities of the Commission.

11.4 Functional and Presentation Currency

These Financial Statements are presented in Australian dollars, which is the Commission's functional currency.

11.5 Changes in Accounting Policies

a) Impact of new and revised Accounting Standards

There were no new or revised Standards and Interpretations issued by the Australian Accounting Standards Board that have a material impact on the reporting of the Commission's operations for the current annual reporting period.

b) Impact of new and revised Accounting Standards yet to be applied

The Commission has not applied a new Australian Accounting Standard or Interpretation that has been issued but is not yet effective. The following applicable Standards have been issued by the AASB and are yet to be applied:

- AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates* – This Standard amends:
 - AASB 7 *Financial Instruments*: Disclosures to clarify that information about measurement bases for financial instruments is expected to be material to an entity's financial statements;
 - AASB 101 *Presentation of Financial Statements*, to require entities to disclose their material accounting policy information rather than their significant accounting policies;
 - AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors*, to clarify how entities should distinguish changes in accounting policies and changes in accounting estimates; and
 - AASB Practice Statement 2 *Making Materiality Judgements*, to provide guidance on how to apply the concept of materiality to accounting policy disclosures.

The Commission has undertaken an assessment of the impact of new and revised Accounting Standards and those yet to be applied and has determined they will have no material impact on the Commission's financial statements.

11.6 Foreign Currency

Transactions denominated in a foreign currency are converted at the exchange rate at the date of the transaction. Foreign currency receivables and payables are translated at the exchange rates current as at balance date.

11.7 Comparative Figures

Comparative figures have been adjusted to reflect any changes in accounting policy or the adoption of new standards.

Where amounts have been reclassified within the Financial Statements, the comparative statements have been restated.

11.8 Budget Information

Budget information refers to original estimates as disclosed in the 2022-23 Budget Papers and is not subject to audit.

11.9 Rounding

All amounts in the Financial Statements have been rounded to the nearest thousand dollars, unless otherwise stated. Where the result of expressing amounts to the nearest thousand dollars would result in an amount of zero, the financial statement will contain a note expressing the amount to the nearest whole dollar.

11.10 Commission Taxation

The Commission is exempt from all forms of taxation except Fringe Benefits Tax and the Goods and Services Tax.

11.11 Goods and Services Tax

Revenue, expenses and assets are recognised net of the amount of Goods and Services Tax (GST), except where the GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of GST. The net amount recoverable, or payable, to the ATO is recognised as an asset or liability within the Statement of Financial Position.

In the Statement of Cash Flows, the GST component of cash flows arising from operating, investing or financing activities which is recoverable from, or payable to, the ATO is, in accordance with the Australian Accounting Standards, classified as operating cash flows.

Principal Address and Registered Office

The Integrity Commission is located at:

Surrey House

Level 2

199 Macquarie Street

Hobart TASMANIA 7000



Independent Auditor's Report

To the Members of Parliament

Integrity Commission

Report on the Audit of the Financial Statements

Opinion

I have audited the financial statements of the Integrity Commission (the Commission), which comprises the statement of financial position as at 30 June 2023 and statements of comprehensive income, changes in equity and cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, other explanatory notes and the statement of certification signed by the Chief Executive Officer.

In my opinion, the accompanying financial statements:

- (a) present fairly, in all material respects, the Commission's financial position as at 30 June 2023 and its financial performance and its cash flows for the year then ended
- (b) are in accordance with the *Financial Management Act 2016* and Australian Accounting Standards.

Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Commission in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial statements in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

The *Audit Act 2008* further promotes the independence of the Auditor-General. The Auditor-General is the auditor of all Tasmanian public sector entities and can only be removed by Parliament. The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

My audit is not designed to provide assurance on the accuracy and appropriateness of the budget information in the Commission's financial statements.

Responsibilities of the Chief Executive Officer for the Financial Statements

The Chief Executive Officer is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, and the financial reporting requirements of Section 42 (1) of the *Financial Management Act 2016*. This responsibility includes such internal control as determined necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Commission is to be dissolved by an Act of Parliament, or the Chief Executive Officer intends to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Commission's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Chief Executive Officer.
- Conclude on the appropriateness of the Chief Executive Officer's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission's ability to continue as a going concern. If I conclude that

a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusion is based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Commission to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Chief Executive Officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Jeff Tongs
Assistant Auditor-General
Delegate of the Auditor-General
Tasmanian Audit Office

11 September 2023
 Hobart

APPENDIX A

APPENDIX A.

Summaries of investigations and assessments concluded in 2022-23

Investigations

Dazzler

Sector	State-owned company
Respondent level	Designated Public Officer Public Officer
Principal allegations	Improper exercise of powers in recruitment and failure to adopt a merit-based approach

Investigation Dazzler considered the alleged failure of senior employees to follow company policies and the code of conduct in 3 recruitment processes, and to keep adequate records of their recruitment decisions. It included allegations that conflicts of interest that arose during the recruitment were not properly declared and managed.

The company is not subject to the *State Service Act 2000*, which requires a merit-based approach to recruitment and selection. However, the company had included these requirements in its policies, including that recruitment be without discrimination or favouritism, and based on qualifications and merit. The company also had adopted a Code of Conduct and Ethics Policy, governing its employees.

The lack of record keeping by the senior managers during the recruitment processes meant they were unable to demonstrate how decisions in the recruitments were based on merit. While ultimately this may not amount to misconduct, the respondents risked perceptions of conflicts of interest and potential bias given their failure to acknowledge and declare past professional associations.

Outcome

Referred to Principal Officer for action

Eagle

Sector	Local Government
Respondent level	Designated Public Officer
	Elected Representative
	Public Officer
Principal allegations	Failure to comply with code of conduct, including fraud, bullying and unsafe work practices

Investigation Eagle considered multiple allegations that councillors and senior staff of a local council engaged in: fraud, bullying and unsafe work practices; poor procurement practices; improper use of power and information for personal profit; and improper management of conflicts of interest, and nepotism/cronyism in the awarding of works contracts.

The investigation established that there was no substance to the bulk of the allegations, and focussed on the management and allocation of works contracts. Analysis of a selection of contracts showed that the council was appropriately managing their allocation and there was no evidence to support the allegation.

Outcome

Dismissed

Fisher

Sector	Local Government
Respondent level	Designated Public Officer
Principal allegations	Improper use of information and conflicts of interest arising from association with member of public

Own-motion investigation Fisher considered possible misconduct committed by Paul Belcher, then a councillor with Derwent Valley Council (Council), or other council officers, in relation to their contact with a property developer. This arose from information received from the Office of Local Government about then Councillor Belcher's conduct. The Board extended the scope of investigation to consider Mr Belcher allegedly sharing confidential Council information with a local journalist.

The investigation found that Mr Belcher failed to disclose or manage a conflict of interest arising from his association with the developer. Mr Belcher had a personal and financial association with the developer, yet he agitated for the developer's interests and pressured Council employees on their behalf. Mr Belcher also received \$5,000 from the developer when Mr Belcher was running for Council, and he used at least part of this gift for his campaign.

The investigation found that Mr Belcher had provided confidential Council information to the developer and the local journalist, and that there was no legitimate reason for doing so. The information was shared with the Office of Local Government, and Mr Belcher subsequently pleaded guilty to 2 breaches of the Local Government Act 1993 (LG Act).

We found no evidence that any other public officers engaged in misconduct relating to contact with the developer.

The systemic issues identified in this investigation were covered in an accompanying research report. The research was undertaken to: highlight the issues for public discussion; examine approaches in other jurisdictions; and identify potential reforms. The Board made recommendations to amend the LG Act to better manage disclosures of interests by councillors, and to extend campaign funding disclosure requirements to all local government candidates.

Outcome

Referred to the Principal Officer for action

[Summary misconduct report](#) into systemic issues tabled in Parliament

[Research report](#) into systemic issues tabled in Parliament

Smithies

Sector	Local Government
Respondent level	Designated Public Officer Public Officer
Principal allegations	Failure to manage conflicts of interest and improper exercise of powers in recruitment

Investigation Smithies considered 8 recruitment processes conducted by senior managers at a local council. Our assessment of the original complaint identified no evidence of personal relationships creating conflicts of interest; however the minimal documentation in each of the selection processes suggested a lack of policy and process, and a possible failure to apply the merit principle.

The investigation confirmed that the managers did not have personal conflicts of interest arising in the recruitments. However, professional associations were not declared or managed and were allowed to affect recruitment outcomes. Further, the council did not have a recruitment procedure, and its record keeping procedures were poor, with no selection reports or other records showing how candidates were selected on merit. Some recruitments involved direct appointments, again with little documentation created by the council.

The systemic misconduct risks identified in the investigation were considered in a separate research report. It found that, unlike other Australian jurisdictions, local councils are not required to recruit on merit. The Board has recommended that the Minister for Local Government reinstate in the Local Government Act 1993 the requirement for employees to be recruited on merit; and develop a model recruitment policy for Tasmanian councils.

Outcome

Referred to the Principal Officer for action

[Research report](#) into systemic issues tabled in Parliament

Assessments

Cygnnet

Sector	Tasmanian State Service
Respondent level	Designated Public Officer
Principal allegations	Senior public officer acted without care or diligence, and improperly exercised powers

Assessment Cygnnet considered allegations that senior public officers were acting in concert to undermine the complainant's ability to perform their statutory functions, and subsequently to remove the complainant from their role. It was also alleged that one of the public officers was disrespectful, unprofessional and dishonest in their dealings with the complainant.

The assessment identified that core allegations of the complaint were being dealt with by the Tasmanian Ombudsman, and consequently we should not duplicate that work. The remaining allegations were also dismissed as the assessment found no evidence of serious misconduct and it was determined that it was not in the public interest for us to further investigate the matter.

Outcome

Dismissed

Doris

Sector	Tasmanian State Service
Respondent level	Public Officer
Principal allegations	Improper use of position by practitioners to gain financially and professionally from a breach of process

Assessment Doris considered allegations that there are inequities in the distribution of clients referred from the public to the private sector under an approved management scheme. The complainant alleged that they have not received an equal allocation of clients within the public system, and that the public authority has failed to show due care and diligence in its management of the scheme.

The assessor considered evidence of the complainant, obtained records and other information from the public authority, and met with a number of public officers involved in the scheme. The assessment identified potential misconduct risks relating to: the use of public time to undertake private work; inappropriate referrals of clients to the private sector; inappropriate access to client information; and management of clients outside the parameters of the approved scheme.

It was decided to refer the matter to the public authority for investigation, on the basis that it: did not appear to involve Designated Public Officers; would inevitably involve an audit of client records; and the Commission not having jurisdiction to examine private sector client records.

Outcome

Referred to Principal Officer for investigation and action

Faulkner

Sector	Tasmanian State Service
Respondent level	Public Officer
Principal allegations	Improper use of information gained in the workplace and failure to properly manage staff

Assessment Faulkner considered allegations that public officers: failed to act in accordance with Employment Direction 28 – Family Violence Workplace Arrangements and Requirements; failed to declare and manage a conflict of interest and breached the complainant's confidentiality; and harassed the complainant in the workplace.

The assessment identified issues regarding unresolved misconduct allegations, a general lack of care and diligence in the responses of senior staff to the complainant, and a failure to understand and comply with a lawful and reasonable direction. While the agency had implemented family violence training, there appeared to be a need for further education, awareness and training.

It was determined to refer the matter to the public authority for investigation on the basis that the allegations, if true, may amount to misconduct and the public authority is best placed to take appropriate action, including disciplinary investigations.

Outcome

Referred to Principal Officer for investigation and action

Hazelton

Sector	Tasmanian State Service
Respondent level	Public Officer
Principal allegations	Failure to properly deal with complaint of sexual assault and discrimination

Assessment Hazelton considered a core allegation that a public officer acted improperly and with bias in response to a complaint involving sexual assault and harassment of a colleague. Further allegations were made about the public officer mishandling various misconduct issues within the agency, the public officer's own conduct and timesheet fraud.

The assessment identified a lack of evidence to support the allegation that the public officer mishandled the complaint. However sufficient evidence was obtained to suggest that the other allegations could, if true, amount to misconduct.

The matter was referred to the Principal Officer on the bases that: it does not involve a designated public officer; it may improve the investigative capacity of the public authority; the allegations raise potential policy, procedural and fraud control issues that should be considered by the public authority; and a Commission investigation may duplicate work that the public authority may have already undertaken in relation to the matter.

Outcome

Referred to Principal Officer for investigation and action

Ingrams

Sector	Tasmanian State Service
Respondent level	Designated Public Officer
Principal allegations	Failure to manage a conflict of interest in a criminal investigation and alleged interference to prevent the arrest and charging of a person

Assessment Ingrams considered an allegation that, between 2015 and 2016, senior public officers colluded to obstruct an investigation into a criminal offence, and prevented charges against the accused from being reported to the Director of Public Prosecutions. It was alleged this was due to one public officer's conflict of interest.

The assessment considered the information provided by the complainant, including documentary evidence provided by the public authority. This evidence contradicted core aspects of the allegations, and there was no evidence that the public officers were involved in the decision-making, management and oversight of the investigation.

The complaint was dismissed because it was not in the public interest for us to further investigate the matter and there was likely a low degree of culpability of the public officers.

Outcome

Dismissed

Jillets

Sector	Tasmanian Parliament
Respondent level	Designated Public Officer – Elected Representative
Principal allegations	Improper use of position by member of Parliament

Assessment Jillets considered a complaint that a member of Parliament had reached an informal agreement with a local government council to acquire a parcel of land from the council in exchange for funding to upgrade to a local community facility.

The assessment found no evidence to support the allegation, and the land in question was subsequently sold to a third party. The complaint was dismissed on the basis that it was speculative and further investigation would be an unjustifiable use of our investigative resources.

Outcome

Dismissed

Keary

Sector	Local Government
Respondent level	Designated Public Officer – Elected Representative
Principal allegations	Failure of local government councillor to manage a conflict of interest when making decision in public role

Assessment Keary considered an allegation that a former councillor had a conflict of interest when they voted for a reduction in development application fees for a development proposal, given they subsequently took up employment with the developer.

The assessment reviewed a range of evidence, including direct contact with the developer. There was no evidence that the former councillor was employed or about to be employed by the developer at the time the matter was considered by the council.

Outcome

Dismissed

Kenmore

Sector	Tasmanian State Service
Respondent level	Public Officer
Principal allegations	Improper exercise of powers in an investigation

Assessment Kenmore considered allegations that an investigation managed by the public authority was inadequate, including that the investigator improperly disregarded evidence, overlooked key witnesses and potential persons of interest, and did not disclose a conflict of interest.

The evidence showed that there was no substance to the allegations of misconduct. A review of the matter by another relevant statutory authority had found that the allegations of misconduct and an inadequate investigation were without substance.

Outcome

Dismissed

Lily

Sector	Local Government
Respondent level	Designated Public Officer – Elected Representative
Principal allegations	Improper use of position and intimidation by local government councillor

Assessment Lily considered allegations that a former councillor misused their position to the detriment of the complainant and to seek a financial advantage from property dealings.

The assessment found there was no evidence that the councillor misused their position or connection when dealing with the complainant, as it was a private property transaction. Rather, there was evidence that the property dealings followed council regulations and planning requirements.

Outcome

Dismissed

Mayson

Sector	Local Government
Respondent level	Public Officer, Designated Public Officer
Principal allegations	Improper exercise of powers and failure to manage a conflict of interest by a general manager and another senior officer of a Tasmanian council

Assessment Mayson considered allegations that senior managers acted outside their powers during a development appeal process by abandoning one of the council's grounds of refusal, and did not manage a conflict of interest involving a former general manager.

The assessment identified that there was a proper explanation for the officers' conduct and decisions, and there was no evidence of a conflict of interest. The matter was dismissed on the basis that further investigation of the complaint would be an unjustifiable use of resources

Outcome

Dismissed

Montagu

Sector	Educational Institution
Respondent level	Public Officer
Principal allegations	Improper exercise of powers and conflicts of interest in recruitment

Assessment Montagu considered allegations of conflicts of interest in competitive rounds of recruitment and how the recruitment processes were managed.

The matter was accepted into investigation.

Outcome

Accepted for investigation

Nicholas

Sector	Local Government
Respondent level	Designated Public Officer
Principal allegations	Improper exercise of powers by a general manager

Assessment Nicholas considered an allegation that the general manager had improperly authorised the transfer of funds from a community facility bank account. The complaint was one of a series about the council and particularly the general manager, with the complainant alleging they represent systemic issues within the council.

The assessment considered evidence from the complainant and one other witness, along with relevant records and documentation from the council, to which the complainant did not have access. On the available evidence, it appeared the transfer of funds was appropriate, and the complaint was dismissed on the basis that the allegation lacked substance.

Outcome

Dismissed

Northumbria

Sector	Tasmanian Parliament
Respondent level	Designated Public Officer – Elected Representative
Principal allegations	Improper expenditure of public funds by elected representatives

Assessment Northumbria considered allegations related to the provision of funding to community groups, including that: a former Premier had given dishonest advice; there were double standards and a lack of a proper consultation in the grant process; and a failure to manage conflicts of interest in relation to grant commitments during a Tasmanian State election.

The assessment identified that there was insufficient evidence to suggest that misconduct had occurred, and thus it would be an unjustifiable use of resources to further investigate the matter. It was also noted that we did not have jurisdiction during the period where the promises were made.

Outcome

Dismissed

Olegas

Sector	Tasmanian Parliament
Respondent level	Designated Public Officer – Elected Representative
Principal allegations	Improper expenditure of public funds and failure to declare and manage any conflicts of interest

Assessment Olegas considered allegations that a grants program improperly used public funds to pursue electoral goals, and that conflicts of interest were not properly declared

Outcome

Accepted for investigation

Ollington

Sector	Local Government
Respondent level	Designated Public Officer, Designated Public Officer – Elected Representative
Principal allegations	Improper exercise of powers by a general manager and improper conduct by elected councillors

Assessment Ollington considered allegations that the general manager took retributive action against the complainant by requiring particular conditions on a development application. It was also alleged that 2 councillors had acted improperly by either failing to declare a conflict of interest or by acting disrespectfully to the complainant.

The assessment considered a variety of material from the council, including minutes of council meetings. It was apparent that the council had approved the development conditions, and that the councillor in question did not have a direct conflict of interest in the matter. It was also found that the alleged disrespectful comments were negative and unnecessary, but did not amount to potential misconduct.

The complaint was dismissed on the basis that the likelihood of misconduct appeared to be low, and that the relative seriousness of the matter and the potential for improvement of any systemic issues means that it would not be a justifiable use of our investigative resources to further investigate the matter.

Outcome

Dismissed

Pearson

Sector	Tasmanian Parliament
Respondent level	Public Officer
Principal allegations	Improper use of information gained in the workplace and improper exercise of functions

Assessment Pearson considered allegations that a public officer acted dishonestly and improperly in their dealings with the complainant, in both their leadership and policy advisor roles. This allegedly included improperly posting articles and statements on social media sites, including posting under false names

The assessment found that some of the alleged misconduct occurred when the subject of the complaint was not a public officer, and otherwise that the nature and seriousness of the alleged misconduct suggested a low degree of culpability. The complaint was dismissed on the basis that it was not in the public interest for us to further investigate the matter.

Outcome

Dismissed

Piner

Sector	Local Government
Respondent level	Designated Public Officer- Elected Representative, Designated Public Officer
Principal allegations	Failure of local government councillor to manage a conflict of interest when making decision in public role, and improper exercise of powers by the general manager

Assessment Piner concerned allegations that a former councillor did not disclose their financial interest in a parcel of land being considered for rezoning, and that the general manager failed to properly manage the issue. This matter relates directly to Assessment Vinegar.

As part of the assessment, we made enquiries with the Office of Local Government, and were advised that the issues raised in the complaint are being considered by that Office. On this basis, the complaint was dismissed as the alleged misconduct is being appropriately dealt with.

Outcome

Dismissed

Ramsay

Sector	Local Government
Respondent level	Designated Public Officer
Principal allegations	Improper exercise of powers by the general manager in land acquisition

Assessment Ramsay concerned allegations that the general manager improperly allowed the council to purchase land either with no valuation or against the Office of the ValuerGeneral's recommendation.

The assessment found that the Office of Local Government had previously investigated the matter in 2019 but had not informed the complainant of the outcome. We reviewed that investigation and sought more information from the Department of Natural Resources and Environment Tasmania. The evidence showed that the purchase was proper and in line with the Office of the ValuerGeneral's valuations.

Outcome

Dismissed

Rocky

Sector	Tasmanian State Service
Respondent level	Public Officer
Principal allegations	Improper exercise of powers in disposing of personal assets and failure to properly deal with client

Assessment Rocky considered allegations that a public officer acted beyond power when dealing with assets and behaved unprofessionally when dealing with a client.

The assessment reviewed evidence from the complainant, along with open-source information relating to a prior independent investigation into the public authority and the roles, duties and expectations for the organisation. The evidence revealed that the public officer took a reasonable course of action with the best interests of a vulnerable client in mind. The allegation relating to the disposal of assets was determined to be without substance.

Outcome

Dismissed

Schnell

Sector	Tasmanian State Service
Respondent level	Public Officer
Principal allegations	Multiple allegations of misconduct and systemic issues at a public institution

Assessment Schnell considered allegations of misconduct at a specific institution and systemic issues across the particular sector. These included: under-reporting of professional misconduct to the relevant regulatory authority; inadequate reviews of workplace incidents; favouritism when allocating overtime; and non-attendance of assigned consultants for client needs.

The assessment examined the various agencies involved in overseeing the sector, and concluded that it was not a justifiable use of our investigative resources to further investigate the matter, given: the nature and seriousness of the historical allegations of misconduct, if they were proven; the fact that aspects of the complaint were being dealt with by other regulatory authorities; and the broad nature and age of the complaint. The assessment report was however provided to the public authority and the Tasmanian Audit Office because it may help inform their review of relevant issues.

Outcome

Dismissed

Sprent

Sector	Local Government
Respondent level	Designated Public Officer- Elected Representative, Designated Public Officer
Principal allegations	Improper exercise of powers by Mayor and general manager in planning decisions

Assessment Sprent considered an allegation that the Mayor and general manager had prevented the complainant from communicating with their fellow councillors, interfered with their ability to represent the community, covered up improper conduct and illegally funded a defamation action against the complainant.

As part of the assessment, we made enquiries with the Office of Local Government, and were advised that the issues raised in the complaint are being considered by that office. On this basis, the complaint was dismissed as the alleged misconduct is being appropriately dealt with.

Outcome

Dismissed

Tobin

Sector	Local Government
Respondent level	Designated Public Officer- Elected Representative, Designated Public Officer
Principal allegations	Improper exercise of powers by Mayor and general manager to personally benefit the Mayor

Assessment Tobin considered an allegation that the Mayor and General Manager had acted improperly by facilitating the construction of infrastructure near the Mayor's residence, to benefit the Mayor.

The assessment examined relevant council minutes and other documents, and identified that the infrastructure was required and appropriately approved and funded.

Outcome

Dismissed

Tooms

Sector	Local Government – Statutory Authority
Respondent level	Designated Public Officer
Principal allegations	Failure to declare and manage conflicts of interest by chief executive officer and board member

Assessment Tooms considered allegations of a failure of the chief executive officer and a director to declare and manage conflicts of interest when obtaining corporate infrastructure software and associated improper procurement practices.

The assessment obtained evidence of the authority's records, policies, and conflict of interest register. The evidence showed that, while the officers had past associations with the infrastructure company, they did not gain any pecuniary benefit from contracting the infrastructure and did not seek to influence the decision to do so. However, the assessment highlighted the authority's need to improve its practices in relation to declaring and recording potential conflicts of interest to ease employee and community concern.

While the complaint was dismissed – due to it not being in the public interest for us to further investigate – we met with the Principal Officer of the public authority to discuss the key issues and risk areas identified during the assessment process.

Outcome

Dismissed

Vincent

Sector	Tasmanian State Service
Respondent level	Public Officer
Principal allegations	Failure to protect a person from reprisal following disclosure of alleged misconduct

Assessment Vincent concerned an allegation that a public officer organised systematic reprisal against the complainant and subjected them to bullying for having made an earlier misconduct complaint.

The assessment obtained a range of records from the public authority, along with relevant emails obtained under coercive notice. There was no direct evidence that any public officers deliberately engaged in conduct towards the complainant in retribution for the complainant's earlier misconduct complaint. Rather it appears it was a workplace response to long term mismanagement by senior staff. Some of the conduct in this matter could potentially amount to misconduct, however there were influencing factors that may have contributed to this.

Ultimately, it was determined to dismiss the complaint on the basis that the cost- benefit analysis provided in the assessment report demonstrated it was not in the public interest for us to further investigate.

Outcome

Dismissed

Vinegar

Sector	Local Government
Respondent level	Designated Public Officer
Principal allegations	Improper exercise of powers by general manager in planning decisions

Assessment Vinegar considered allegations that the general manager acted in an improper manner by making unreasonable and unnecessary demands in a re-zoning application. This matter relates directly to Assessment Piner.

As part of the assessment, we made enquiries with the Office of Local Government, and were advised that the issues raised in the complaint are being considered by that office. On this basis, the complaint was dismissed as the alleged misconduct is being appropriately dealt with.

Outcome

Dismissed

Windy

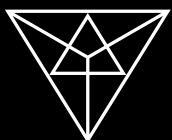
Sector	Tasmanian State Service
Respondent level	Public Officer, Designated Public Officer
Principal allegations	Failure to properly undertake and exercise powers in an investigation

Assessment Windy related to allegations that various public officers did not properly record and disclose evidence relevant to an investigation of a criminal offence, and that senior public officers knowingly allowed this to occur.

The assessment found no evidence of serious misconduct in record keeping or disclosure, and that those issues were historical and had been adequately considered in past reviews.

Outcome

Dismissed



INTEGRITY
COMMISSION

TASMANIA