



2022-23 Investigation 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

Description

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
----------------	--