

# INTEGRITY MATTERS



## Message from the CEO

This will be my last Integrity Matters, as I will be retiring when my successor starts. I've really enjoyed my time with the Commission, and I'm confident that we are well placed to continue our work into the future.

This edition considers the management of gifts and benefits – including the GIFT test, which emphasises that each organisation is different and each situation is different.

Our Misconduct Prevention team is available to work with you on identifying and implementing management strategies that work best for you.

**Richard Bingham**  
Chief Executive Officer

11 December 2019

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## Upcoming workshops

Workshop	City	Date
Practical Ethics for Managers	Hobart	11 March
Integrity in Public Service	Hobart	11 March
Managing and Investigating Misconduct	Hobart	19 March
Practical Ethics for Managers	Launceston	25 March
Integrity In Public Service	Launceston	25 March
Managing and Investigating Misconduct	Launceston	26 March
Practical Ethics for Managers	Devonport	26 March
Integrity in Public Service	Devonport	26 March

### How to register

For more information about each workshop or to register, call us on 1300 720 289, email [prevention@integrity.tas.gov.au](mailto:prevention@integrity.tas.gov.au) or visit the [Education and Training web page](#). All workshops are free and facilitated by the Commission.

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### Custom in-house training

Did you know we deliver free in-house training across the State? Whether it is for your whole organisation or a small team, we can develop a program to suit your needs. Call us on 1300 720 289 or email [prevention@integrity.tas.gov.au](mailto:prevention@integrity.tas.gov.au).

## Assessment and investigation status updates

We publish bi-monthly status updates of our ongoing misconduct matters. For more information about our operations, including the four investigations currently underway, visit the [Assessment and Investigation Status Updates web page](#).

## Gifts, benefits and you: The GIFT Test

When a gift is offered, public officers need to balance the fact that they are already paid to perform their role, with preserving an important relationship or simply doing the right thing. The 'GIFT Test' can help.

When you receive an offer of a gift, including any benefit or hospitality, consider the following:

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## Giver

Who is the giver and what is their relationship to me?

For instance, does my role require me to select contractors, award grants, regulate industries, make planning decisions or determine government policies? Could the person or organisation benefit from the decision I make?

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## Influence

Could the giver be seeking to influence my decisions or actions? Is it simply a token of appreciation or highly valuable? Does its timing coincide with a decision I am about to make?

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## Favour

Could the giver be seeking a favour in return for the gift? Has the person or organisation made several offers over the last 12 months? Could accepting this create an obligation to return a favour?

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## Trust

Would accepting the gift diminish public trust? How would accepting this gift be perceived by my colleagues, friends, family?

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The GIFT test is a great tool to help you make good decisions and to preserve the community's trust in your role, the role of your organisation and the public sector as a whole.

\*The GIFT test has been adapted from the Victorian Public Sector Commission's Gifts benefits and hospitality policy framework.

## How does your organisation respond to gifts?

As well as individuals applying the GIFT test, there are ways organisations can assist staff to make good decisions. These include:

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## Visible policy

having a consistent and visible policy, strategically placed for well-wishers, which staff can point to so they aren't in the position of having to give personal offence when they refuse.

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### Clear policy

maintaining a policy which clearly defines how people can show their appreciation – letters, emails, cards, or perhaps even comments in a “Thank you book” at the front desk

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### Clear expectations

ensuring you have clear processes for staff, including what constitutes a token gift and how to declare a gift on your gifts register

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### Transparent culture

building a culture of transparency where staff are able to raise potential risks

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### Supportive culture

making sure staff feel valued and appreciated for doing their jobs.

For support writing or reviewing policy, developing awareness strategies or for general advice, we are here to help. Call us on 1300 720 289 or email [prevention@integrity.tas.gov.au](mailto:prevention@integrity.tas.gov.au).

## Investigation report tabled in Parliament

The Commission's latest investigation report, tabled in October, details the findings of an extensive investigation into allegations of conflict of interest in procurement at the Department of Education.

Investigation Taurus found that a Department of Education manager breached Tasmanian procurement requirements and improperly awarded or attempted to influence up to \$2.6 million in contracts for a friend.

Read the [Media Release](#)

Read the [Investigation Taurus report](#)

## Community nurses discuss integrity in health care

We recently helped the Launceston Community Nursing Service implement its vision to embed integrity into its core business. Fifteen busy community nurses participated in the Integrity in Public Service workshop and shared their experiences of delivering equitable and compassionate health care in an environment that presents unique ethical challenges.

Congratulations to the whole team for bringing a wealth of knowledge, respect and honesty to the sessions.

## Australian Public Sector Anti-Corruption Conference

In October, we helped stage the Australian Public Sector Anti-corruption Conference 2019 (APSACC 2019), an opportunity to learn from and share experiences with interstate and overseas integrity agencies.

Chief Commissioner Greg Melick joined Commissioners from across Australia in calling on public sector organisations to implement a range of practical measures to support increased detection, exposure and prevention of misconduct and corruption across the public sector.

Read the [Joint Communique](#)

Image source: Independent Broad-based Commission Against Corruption, Victoria.





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