



2019-20 Investigation Moriah

Sector	Tasmanian State Service
Respondent level	Public Officer
Misconduct risk(s)	Misuse of public resources for personal gain and dishonest performance of public functions

Description

Investigation Moriah was an own-motion investigation into the Tasmanian Health Service (THS), North West, based on previous investigations undertaken by the Commission and the Department of Health, and other intelligence. We were assisted in the matter by a police officer appointed under section 21 of the Integrity Commission Act.

The focus of our investigation was alleged breaches of the State Service code of conduct by Simon Foster (then Director, Corporate Services). The alleged breaches included misuse of resources, failure to attend work without explanation, and a management style involving intimidation and punitive actions against other employees.

We also considered the policies, practices and procedures of THS concerning the possible misconduct and any related matters.

Our investigation found numerous examples of low-level misconduct by Mr Foster, including misuse of departmental resources, intimidation and punitive actions against other employees, and a failure to manage conflicts of interest properly.

We found that some previous managers knew about Mr Foster's behaviour, but they did not deal with the issues adequately. We also identified problems in identifying and managing misconduct complaints and grievances and managing employee performance within the THS.

Outcome	Referred to the Principal Officer for Action - report released in the public interest
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Read the full report:

https://www.integrity.tas.gov.au/_data/assets/pdf_file/0004/578488/Integrity-Commission_Report-1-of-2020_A-summary-report-of-an-own-motion-investigation-into-misconduct-by-public-officers-in-the-Tasmanian-Health-Service-North-West-Region.PDF



The Commission can help

We are available to provide support and assistance with identifying, reporting, investigating, managing and preventing misconduct: prevention@integrity.tas.gov.au or 1300 720 289.

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