

INTEGRITY MATTERS



From the Chief Executive Officer

Welcome to this edition of *Integrity Matters*.

I'm particularly excited about the forthcoming launch of our *Guide to Managing Misconduct in the Tasmanian Public Sector*. It is the culmination of a lot of work with our partner agencies to produce a resource which I hope will be of great benefit to all of us.

Also, our Board has considered the Commission's public profile, and you'll find in this edition some information about a new initiative involving the publishing of [updates on our assessment and investigations](#).

I hope you enjoy reading this edition. Feel free to give us a call if you'd like to discuss any training needs or ethical matters.

Richard Bingham, Chief Executive Officer



Investigation findings result in Tasmanian first

The Integrity Commission has developed Tasmania's first comprehensive resource to support improved public sector management of misconduct across the board.

The resource has been developed as a response to outcomes of the Commission's two-year own motion investigation into misconduct management in State and local government sectors.

The *Guide to Managing Misconduct in the Tasmanian Public Sector* and the report arising from the investigation will be released at a Hobart event at 1pm on 6 December, at the [Salamanca Inn](#).

"The release of investigation findings – both the strengths of the public sector and its shortcomings in managing misconduct – and the associated resources represent an important milestone for Tasmanian public sector organisations," Commission CEO, Richard Bingham, says.

Working with Tasmania Police results in a successful prosecution

While the Commission's mandate is to deal with allegations of misconduct, we often receive complaints about behaviour or actions that could amount to criminal conduct. In such situations, we work closely with Tasmania Police and the Director of Public Prosecutions to ensure that the allegations are reviewed and taken through the criminal justice system as



required.

As highlighted in [our recent Annual Report](#), the Commission liaised with Tasmania Police on eight matters in 2016–17. We do this where we suspect that a crime may have occurred, and require police advice as to whether the matter should be criminally investigated. This resulted in two matters being formally referred to Tasmania Police for investigation in that year.

[Read the full article...](#)

The release of operational information: a revised approach

The Commission is now publishing the [status of complaints](#) that have been assessed or investigated on our website. The list of updates provide the allegation central to each complaint and whether the matter is active, has been referred or, dismissed after assessment or investigation.

While we conduct a thorough review of all complaints in an initial triage process, the list does not include matters that are not retained by the Commission after triage.

The list will be updated every two months and provides an insight into the broad scope of the Commission's operational work. This commitment to transparency is complemented by further information on our assessment and investigation processes published on our website.

[Read the full article...](#)

Conflict of Interest in recruitment

Complaints about conflicts of interest continue to be received by the Commission. This month the Tasmanian Auditor General released a report which found opportunities to better manage the risks associated with conflicts of interest in the recruitment practices of some public sector agencies

[Read the full article...](#)

Creating a culture where it's safe to speak up: Devonport City Council

Devonport City Council periodically conducts an organisational health survey. In 2014 this survey was modified to include questions related to fraud awareness. Results of the 2014 survey highlighted that only 47% of staff felt confident that council would support them if they were to report suspected fraudulent activity. This result became the trigger for Council to develop a dedicated awareness-building and training program based on the Integrity Commission's [Speak Up Campaign](#). The aim of the program was to educate employees and to develop improved procedures.



Council customised the Commission's [Ethical Decisions at Work module](#), and Council staff facilitated workshops with their outdoor workforce. The [Use of Work Resources module](#) was then

delivered to all employees, in addition to bullying and harassment training held every two years. Council's Fraud Awareness Plan and Code of Conduct were also updated and rolled out to all employees. In addition, Elected Members received refresher training.

Following the actions above, and other related promotional activities, Council's 2016 survey showed a positive improvement in all questions regarding integrity and fraud prevention. The survey showed:

- a 26.56% improvement in employees indicating they feel safe when raising personal grievances, concerns or issues
- a 17.76% improvement to the question "If I saw misconduct of other staff I would feel safe reporting it"

[Read the full article...](#)

New fact sheet: the Public Interest

All public officers have an obligation to act in the public interest. But what does 'acting in the public interest' mean and how do public officers ensure that they are serving the public interest? The Integrity Commission has a new fact sheet, adapted from work undertaken by the NSW Ombudsman, to answer these questions.

The Public Interest fact sheet is [available on our website](#).

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Integrity Commission
GPO Box 822
Hobart TAS 7001
1300 720 289
www.integrity.tas.gov.au

