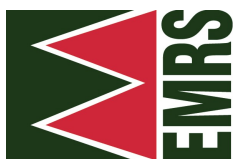




**Integrity Commission  
Community Perceptions Survey 2017  
Research Report**

**Prepared by**





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## Executive Summary

600 adult Tasmanians were interviewed by telephone in June 2017. This report forms the fourth round of the research, with the initial benchmark survey conducted in 2011. The purpose of the research was to assess the perceptions and attitudes held by the Tasmanian community with regard to the standards of conduct and propriety in the Tasmanian public sector and their levels of awareness in regard to the existence and functions of the Integrity Commission (the Commission). Any discernible trends over the four rounds are mentioned in the report.

Awareness of the Commission is on the rise, with 51% of respondents in the latest round confirming they had heard of the Commission (compared to 45% in 2015, 43% in 2013 and 32% in 2011). The most frequently mentioned sources of information by which respondents had heard about the Commission were “television” (54%), closely followed by the “newspaper” (42%).

Since the previous round, top of mind awareness of the Commission’s role around mentions of honesty and integrity has again increased since the previous round and remains at a high level (82% currently, up from 73% in 2015 and 68% in 2013).

The majority of respondents were of the view that there is now more attention on ethical behaviour in Tasmania’s public sector since the Commission started operating in 2010, with almost three quarters of respondents (72%) agreeing with this statement (up from 61% in 2015).

When respondents were asked what type of complaints the Commission deals with, most commonly mentioned were “breach of law and/ or codes of conduct” (22%), “bullying and harassment” and “fraud/ falsification” (20% each), and “corruption” (19%). Since the previous research round, there has been a notable increase in the number of respondents that mentioned “fraud/ falsification” (20% currently, up from 10% in 2015) and “breach of law and/ or codes of conduct” (22% currently, up from 13% in 2015).

Respondents were more likely to agree that “people in Tasmania’s public sector are just as likely to behave unethically as people in the public sector anywhere else in Australia” (89% agreed in total), “there will always be some dishonesty, unethical behaviour and corruption in Tasmania’s public sector” (86% agreed in total) and “most people in Tasmania’s public sector are honest” (84% agreed in total).

In conclusion, the vast majority of respondents (93%) agree that Tasmania needs a Commission. Furthermore, it was encouraging to note that the majority of respondents (72%) agree that there is now more attention on ethical behaviour in Tasmania’s public sector since the Commission started operating in 2010, and that the majority of respondents (59%) also feel the Commission has increased the accountability of the public sector in Tasmania.

## Summary of Changes Between 2011 and 2017

Awareness of the Commission and its Role	
Awareness of the Commission	➤ <b>2017 (51%), 2015 (45%), 2013 (43%) and 2011 (32%)</b> – Since 2011, there has been an upward trend in respondents' awareness of the Commission.
Awareness of its Role	➤ <b>2017 (82%), 2015 (73%), 2013 (68%) and 2011 (78%)</b> – Knowledge of the Commission's role around mentions of honesty and integrity has increased to its highest point in the latest round.
Perceptions	
More Attention on Ethical Behaviour	➤ <b>2017 (72%) and 2015 (61%)</b> – In the latest round, the number of respondents who strongly agree or somewhat agree that there is more attention on ethical behaviour in the public sector increased 11 percentage points.
Perceptions of the Tasmania's public sector	➤ <b>2017 (65%), 2015 (68%), 2013 (68%) and 2011 (69%)</b> – The number of respondents who strongly agree or somewhat agree that "people who complain about corruption or unethical behaviour are likely to suffer as a consequence of complaining" has dropped by 3 percentage points in the latest round.
The Need for a Commission	➤ <b>2017 (93%), 2015 (92%) and 2013 (89%)</b> – Since the previous round, the level of agreement with respect to whether Tasmania needs a Commission has increased slightly.

## Section One – Introduction

### 1.1 Background

The Integrity Commission (the Commission) commenced operations in October 2010 and is independent of the Tasmanian Government. The Commission was established in response to widespread public concern regarding the standards of conduct and propriety in Tasmanian politics and the public sector generally.

The Integrity Commission's primary 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.

For the purposes of the research, the public sector refers to and includes State and Local Government employees, including police and elected officials - Ministers, MPs and Councillors.

In March 2011, EMRS interviewed 600 respondents from the general public to gather baseline data to assess the perceptions and attitudes held by the Tasmanian community regarding conduct in the Tasmanian public sector. In 2013 and 2015, EMRS undertook a repeat of the research from 2011 to measure any significant changes in perceptions and attitudes within the Tasmanian community. The current round forms part of the fourth tracking survey to ascertain any shift in community perception of the Commission and public sector standards since the three prior rounds of research.

### 1.2 Aims and Objectives

#### ***Research Aim***

The aim of the research was to undertake a phone survey to assess the current perceptions and attitudes held by the Tasmanian community in regard to the standards of conduct and propriety in the Tasmanian public sector, and their levels of awareness in regard to the existence and functions of the Commission itself whilst identifying any significant shifts that have occurred since baseline research was conducted in 2011.

## ***Research Objectives***

The research objectives were to conduct a public perceptions survey of the adult Tasmanian community to measure:

- Community perceptions of misconduct, corruption and impropriety in the Tasmanian public sector;
- Levels of confidence in the Tasmanian public sector (State and Local Government);
- Perceptions about standards of ethical conduct and propriety in the Tasmanian public sector;
- Awareness of the Integrity Commission;
- Understanding and expectations of the Integrity Commission's roles and powers; and to
- Compare the current findings with the 2011, 2013 and 2015 survey data.

## **1.3 Methodology**

### ***Research Methodology***

EMRS used Computer Assisted Telephone Interviewing (CATI) to collect the data. The survey was administered to a random sample of 600 Tasmanian adult residents. The data was collected from our Moonah call centre; interviewers are trained to national specifications and operate within a quality controlled interviewing environment.

### ***Margin of Error***

As with all quantitative research, it must be remembered that all sample surveys are subject to sampling variation. The sampling variation depends largely on the number of respondents interviewed and the way the sample was selected. In theory, with a sample size of 600 respondents, in this research we can say with 95% certainty that the results have a statistical accuracy of +/- 4.0 percentage points. In other words, if we were to draw 20 sample populations of this size, in 19 out of the 20, each answer given would be within 4.0% of the answer that would have been obtained if the whole population had been interviewed.

### ***Sample Weighting and Quotas***

The telephone survey of around 6 minutes in length was administered to a sample of 600 Tasmanian residents aged 18 years and over, drawn from the adult Tasmanian population of 381,296 (ABS, 2011). Quotas were put into place for age, gender and region to ensure that the sample reflected the Tasmanian demographic profile. Where the quotas were not achieved, weighting was applied using the 2011 ABS population statistics. This ensures a more accurate representation of the Tasmanian population.

Percentage figures are weighted, however any numbers quoted within the text or the "n=" of tables and charts are actual numbers.

The questionnaire is included as an appendix to this report.

## 1.4 The People Interviewed

600 respondents resident in Tasmania and aged 18 years and over were interviewed by telephone in June 2017. The following chart shows the percentage of each demographic group involved in the survey.

**Table 1 – The People Interviewed**  
(Percentage of those in each demographic group)\*†

Demographic Group	Percentage			
	March 2011	July 2013	May 2015	June 2017
<b>Total</b>	100	100	100	100
<b>Gender</b>				
Male	49	50	48	46
Female	52	50	52	54
<b>Age</b>				
18 to 24 years	6	5	4	3
25 to 34 years	11	10	6	6
35 to 44 years	19	20	16	20
45 to 54 years	21	22	25	25
55 to 64 years	21	21	23	23
65 years or over	22	24	27	24
<b>Region</b>				
South	50	50	50	50
North and North East	28	28	25	25
North West and West	22	22	25	25
<b>State or Local Government Employee</b>				
Employed in State/ Local Government	14	17	18	23
Not employed in State/ Local Government	86	83	82	78
<b>Employment Situation</b>				
Retired	30	29	32	28
Professional	12	14	16	18
Manager	10	10	10	9
Clerical & Administrative Worker	8	6	7	8
Home Duties	7	6	4	3
Trade Worker	5	6	5	4
Student	3	2	3	3
Community & Personal Service Worker	3	5	5	6
Technician	3	3	3	2
Sales Worker	3	4	4	5
Unemployed	3	4	3	3
Machine Operators & Driver	2	2	3	2
Labourers	2	2	2	1
Other	9	8	5	8
Declined to answer	1	-	-	-
<b>Highest Level of Education Completed</b>				
Year 9	7	6	5	3
Year 10	17	20	17	16
Year 11	5	4	3	2
Year 12	17	12	14	12
Apprenticeship/ Trade Certificate	12	16	15	13
Diploma	11	13	13	14
University degree/ Postgraduate qualification	24	26	29	37
Other	4	3	3	3
Declined to answer	3	0	1	0

\*Percentages may not sum to 100 due to rounding.

†Numbers and percentages are unweighted.

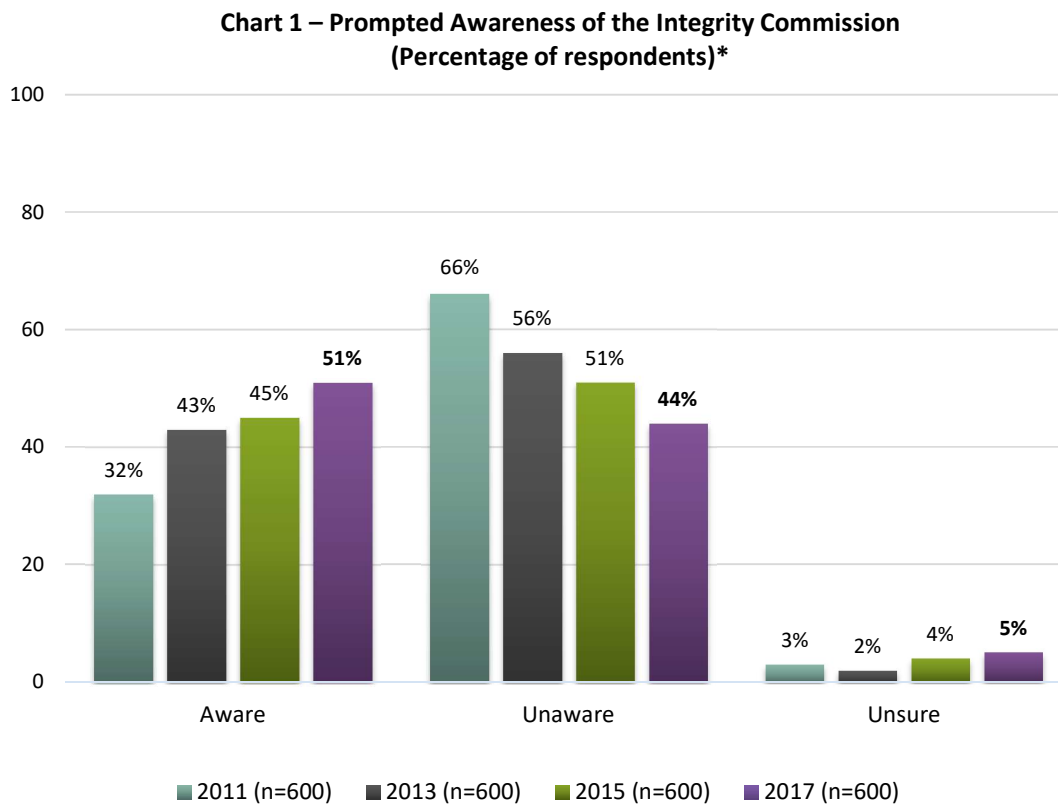


## Section Two – Awareness and Knowledge of the Integrity Commission

### 2.1 Prompted Awareness of the Integrity Commission

All respondents were initially asked:

*Before today had you heard of the Integrity Commission?*



\*Percentages do not sum to 100 due to rounding.

Since 2011, awareness of the Commission continues to rise, with 51% of respondents in the latest round confirming they were aware of the Commission (compared to 32% in 2011, 43% in 2013, and 45% in 2015).

44% indicated they were “unaware”, while the remaining 5% said they were “unsure”.

**Table 2 – Prompted Awareness of the Integrity Commission  
(Percentage each demographic group)\***

Demographic Group	2017 (n=600)		
	Aware	Unaware	Unsure
<b>Total</b>	<b>51</b>	<b>44</b>	<b>5</b>
<b>Gender</b>			
Male	56	40	5
Female	46	48	6
<b>Age</b>			
18-24 years	16	84	-
25-34 years	45	50	5
35-44 years	45	46	8
45-54 years	58	38	4
55-64 years	66	31	3
65 years or over	58	32	9
<b>Region</b>			
South	57	39	5
North & North East	44	47	9
North West & West	46	51	3

\*Percentages may not sum to 100 due to rounding.

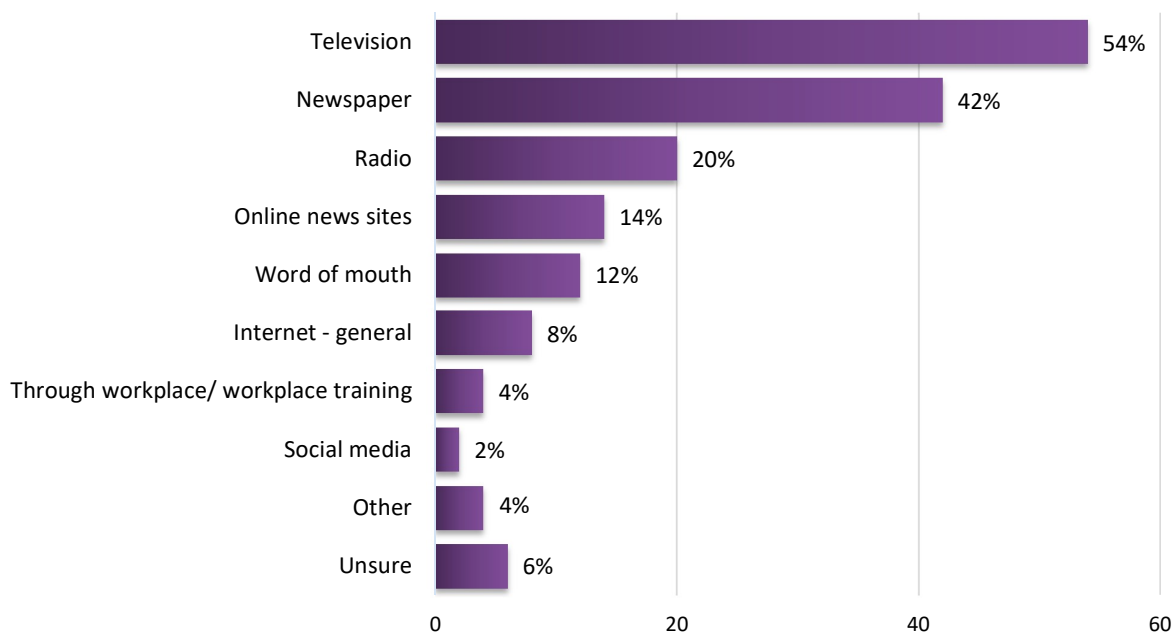
There were no significant variations to be noted in the responses across the demographic subgroups.

## 2.2 Sources of Information about the Integrity Commission

All respondents who had heard of the Integrity Commission were then asked:

*Thinking generally, what are the main sources of information through which you hear about the Integrity Commission?*

**Chart 2 – Sources of Information about the Integrity Commission  
(Percentage of respondents who were aware of the Commission)\***



\*Percentages do not sum to 100 due to multiple responses being possible.

The most frequently mentioned sources of information by which respondents had heard about the Commission were the “television” (54%), and “newspaper” (42%). Other frequently mentioned sources were the “radio” (20%), “online news sites” (14%) and by “word of mouth” (12%).

**Table 3 – Source of Information about the Integrity Commission  
(Percentage of respondents who were aware of the Commission in each demographic group)\***

Demographic Group	Television	Newspaper	Radio	Online news sites	Word of mouth	Internet (general)	Workplace/ workplace training	Social media
<b>Total</b>	<b>54</b>	<b>42</b>	<b>20</b>	<b>14</b>	<b>12</b>	<b>8</b>	<b>4</b>	<b>2</b>
<b>Gender</b>								
Male	55	44	18	16	14	9	3	1
Female	53	41	22	11	10	6	5	2
<b>Age</b>								
18-24 years	-	-	-	35	34	-	-	-
25-34 years	49	25	-	38	26	13	6	-
35-44 years	50	34	24	8	12	4	7	2
45-54 years	63	40	21	8	12	9	2	2
55-64 years	55	49	24	11	8	7	6	3
65 years or over	59	58	25	8	6	7	2	-
<b>Region</b>								
South	51	48	23	16	13	9	4	2
North & North East	52	34	17	11	13	6	3	1
North West & West	63	36	14	12	9	5	7	1

\*Percentages do not sum to 100 due to multiple responses being possible.

There were no significant variations to be noted in the responses across the demographic subgroups.

### 2.3 Role of the Integrity Commission

Respondents who were aware of the Integrity Commission were then asked:

*What does the Integrity Commission do?*

**Table 4 –Awareness of the Integrity Commission’s Role  
(Percentage of respondents who were aware of the Commission)\***

Integrity Commission’s Role	2011	2013	2015	2017
	% Total n=219	% Total n=289	% Total n=314	% Total n=331
Deals with the honesty/ integrity of Government as a whole	35	23	28	25
Deals with the honesty/ integrity of the public sector	12	19	14	20
Deals with the honesty/ integrity of politicians	9	4	7	9
General - honesty/ integrity	23	22	24	28
Other	9	5	4	4
Unsure	13	26	22	15
Honesty/ integrity	78	68	73	82

\*Percentages do not sum to 100 due to rounding.

Without prompting, one quarter (25%) of respondents who were aware of the Commission stated that its role is to “deal with the honesty/ integrity of Government as a whole” – a slight decrease of 3% percentage points since 2015. One in five respondents (20%) said its role is to “deal with the honesty/ integrity of the public sector” – up 6% percentage points since 2015, while 9% said its role is to “deal with the honesty/ integrity of politicians”.

Just over one tenth of respondents (15%) could not provide a definite answer as they were “unsure”.

Since the previous round, mentions of knowledge of the Commission’s role around honesty and integrity has again increased since the previous round and remains at a high level (82%).

## **Verbatim Comments – Role of the Integrity Commission**

**Typical comments that were categorised as “deals with the honesty/ integrity of Government as a whole” included:**

- *Looks after the honesty in government bodies;*
- *They act as oversight to ensure ethical dealings and integrity in government organisations;*
- *They look at government and look at practices within the government to make sure things are done correctly. They’re a watchdog;*
- *Oversees the propriety of the government business;*
- *Monitor and keep tabs on the integrity of the government and people within it;*
- *It is a commission set up to investigate issues of unethical behaviour in government and government business;*
- *It is a check so that it can look at government things and check there’s no corruption and the rules are being followed. An objective look not controlled by government; and*
- *Monitors the ethics and legality of government enterprises.*

**Typical comments that were categorised as “deals with the honesty/ integrity of the public sector” included:**

- *Investigates wrongdoing in the public service;*
- *It is there to monitor the way the Tasmanian public sector behaves itself and it’s meant to be independent;*
- *To uphold the ability for the public service to be accountable and transparent. They have to maintain the code of upholding integrity so that it’s an honest public service;*
- *Ensures the public servants are doing their roles without getting into strife;*
- *Takes references and investigates reports of misbehaviour and corrupt behaviour among members of the Tasmanian public service; and*
- *Looks after the public domain regarding making sure things are done correctly.*

**Typical comments that were categorised as “deals with the honesty/ integrity of politicians” included:**

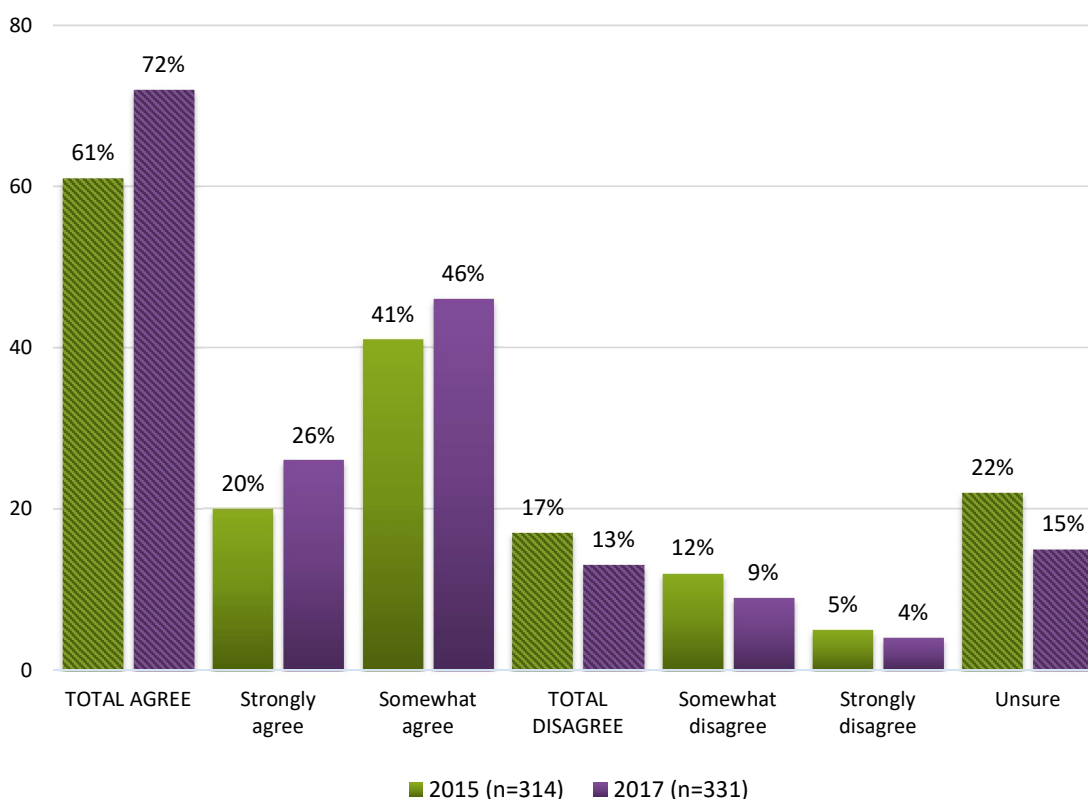
- *Check on the veracity of people, especially politicians and if they are doing the right thing;*
- *It investigates complaints of misconduct, misappropriation, and possible corruption fielded by members of parliament and the public;*
- *They monitor the behaviour of people in government departments and make sure the public are looked after;*
- *To do with making sure politicians are doing the right thing; and*
- *Keep politicians on the straight and narrow.*

## 2.4 Level of Agreement that there is More Attention on Ethical Behaviour in Tasmania's Public Sector

Respondents who were aware of the Integrity Commission were told that Tasmania's public sector refers to the state public service, members of parliament, local councils including councillors and employees, government businesses, statutory authorities and the University of Tasmania. Respondents were then asked:

*Given this, how strongly do you agree or disagree that there is now more attention on ethical behaviour in Tasmania's public sector since the Integrity Commission started operating in 2010?*

**Chart 3 - Level of Agreement that there is More Attention on Ethical Behaviour in Tasmania's Public Sector**  
(Percentage of respondents who were aware of the Commission)



The majority of respondents were of the view that there is now more attention on ethical behaviour in Tasmania's public sector since the Commission started operating in 2010, with almost three quarters of respondents (72%) agreeing with this statement (up from 61% in 2015).

13% of respondents reported that they "strongly disagree" or "somewhat disagree", while the remaining 15% were unable to give a definitive response.

**Table 5 – Level of Agreement that there is More Attention on Ethical Behaviour  
in Tasmania’s Public Sector**  
(Percentage of respondents who were aware of the Commission in each demographic group)\*

Demographic Group	Level of Agreement (n=331)						
	Strongly agree	Somewhat agree	TOTAL AGREE	Somewhat disagree	Strongly disagree	TOTAL DISAGREE	Unsure
<b>Total</b>	<b>26</b>	<b>46</b>	<b>72</b>	<b>9</b>	<b>4</b>	<b>13</b>	<b>15</b>
<b>Gender</b>							
Male	19	49	68	8	5	13	18
Female	34	42	75	10	3	12	12
<b>Age</b>							
18-24 years	-	66	66	-	-	-	34
25-34 years	18	51	69	13	6	19	13
35-44 years	38	36	74	4	2	6	21
45-54 years	28	46	74	8	5	13	13
55-64 years	28	46	74	10	5	15	11
65 years or over	24	45	69	10	4	14	17
<b>Region</b>							
South	26	46	72	9	4	13	16
North & North East	23	54	77	5	3	8	15
North West & West	30	37	67	12	6	18	15

\*Percentages may not sum to 100 due to rounding.

There were no significant variations to be noted in the responses across the demographic subgroups.



## Section Three – Complaints

### 3.1 Unprompted Awareness of Complaints Handled by the Integrity Commission

All respondents were told that the Integrity Commission is responsible for dealing with complaints about misconduct in Tasmania’s public sector. Respondents were then asked:

*What do you think this would include?*

**Table 6 - Unprompted Awareness of Complaints Handled by the Integrity Commission  
(Percentage of respondents)\***

Types of complaints	2011	2013	2015	2017
	% Total n=600	% Total n=600	% Total n=600	% Total n=600
Breach of law and/ or codes of conduct	16	22	13	22
Bullying/ harassment	11	13	22	20
Fraud/ falsification	16	17	10	20
Corruption	20	21	19	19
Unprofessional conduct	18	19	19	15
Nepotism†	-	-	-	13
Misuse of funds/ stealing	4	5	22	10
Abuse of power	17	16	11	10
Conflicts of interest	9	6	9	10
Misuse of information	10	10	6	8
Workplace/ employment issues	2	3	16	6
Complaints about politicians/ government/ public servants†	-	-	-	6
Honesty/ lies	3	1	8	5
Mismanagement/ incompetence	1	2	7	3
Other	10	10	8	11
Unsure	27	28	20	18

\*Percentages do not sum to 100 due to multiple responses being possible.

When respondents were asked what type of complaints the Commission deals with, most commonly mentioned were “breach of law and/ or codes of conduct” (22%), “bullying and harassment” and “fraud/ falsification” (20% each), and “corruption” (19%).

Since the previous research round, there has been a notable increase in the number of respondents that mentioned “fraud/ falsification” (20% currently, up from 10% in 2015) and “breach of law and/ or codes of conduct” (22% currently, up from 13% in 2015).

Fewer respondents in the latest research round mentioned “misuse of funds/ stealing” (10% currently, down from 22% in 2015) and “workplace employment issues” (6% currently, down from 16% in 2015).

It was encouraging to note that once again there were fewer respondents (18%) in the latest round stating they were “unsure” which types of complaints are dealt with through the Commission (compared to 20% in 2015, 28% in 2013 and 27% in 2011).

## Section Four – Perceptions

### 4.1 Perceptions of the Government Sector

All respondents were then read out a list of positive and negative statements and asked whether they agreed or disagreed with each statement.

**Table 7 – Perceptions of the Government Sector  
(Percentage of respondents)\***

Statements	TOTAL AGREE	Strongly Agree	Somewhat Agree	TOTAL DISAGREE	Somewhat Disagree	Strongly Disagree	Unsure
People in Tasmania’s public sector are just as likely to behave unethically as people in the public sector anywhere else in Australia	89	51	38	9	7	2	2
There will always be some dishonesty, unethical behaviour and corruption in Tasmania’s public sector	86	36	50	11	7	4	3
Most people in Tasmania’s public sector are honest	84	40	44	12	8	4	4
People who complain about corruption or unethical behaviour are likely to suffer as a consequence of complaining	65	26	39	31	23	7	4
The chances of people in the Tasmanian public sector getting caught doing something dishonest or unethical are small	49	16	33	44	33	11	7
There is no point reporting corruption or unethical behaviour in the Tasmanian public sector as nothing will be done about it	23	9	14	73	30	43	4

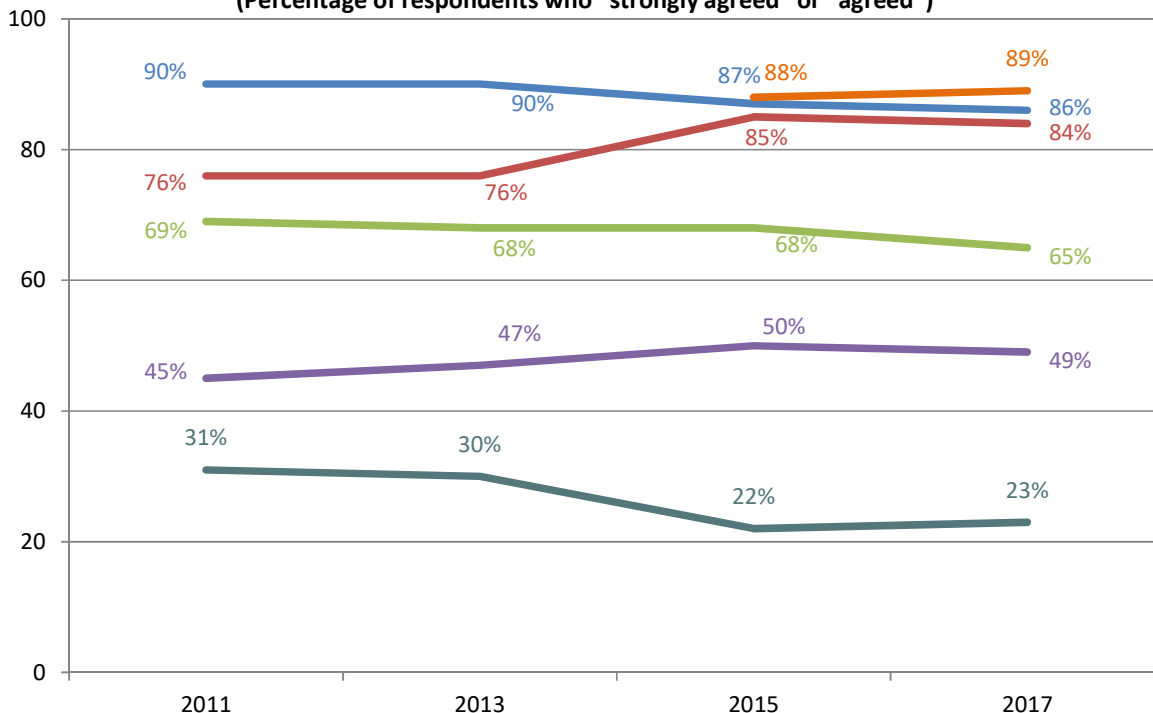
\*Percentages may not sum to 100 due to rounding.

The clear majority of respondents agreed that “people in Tasmania’s public sector are just as likely to behave unethically as people in the public sector anywhere else in Australia” (89% in total). The strong majority of respondents also agreed that “there will always be some dishonesty, unethical behaviour and corruption in Tasmania’s public sector” (86% in total). Encouragingly, a high number of respondents (84%) also agreed that “most people in Tasmania’s public sector are honest”.

Of concern was that around two thirds of respondents (65%) agreed at some level that “people who complain about corruption or unethical behaviour are likely to suffer as a consequence of complaining”.

Around one half of respondents (49%) were in agreement that “the chances of people in the Tasmanian public sector getting caught doing something dishonest or unethical are small”.

**Chart 4 - Level of Agreement with Statements between 2011, 2013, 2015 and 2017**  
(Percentage of respondents who "strongly agreed" or "agreed")



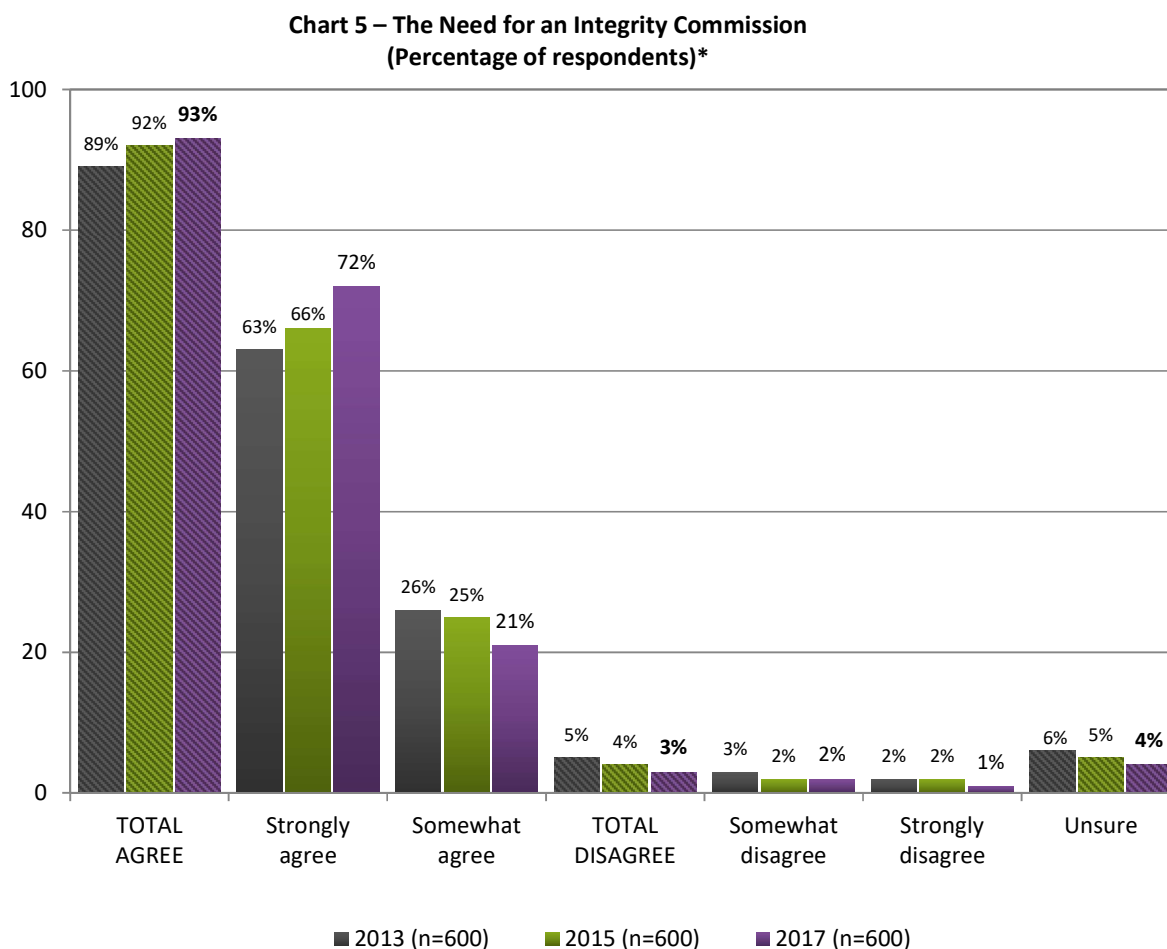
- **Statement A:** *There will always be some dishonesty, unethical behaviour and corruption in Tasmania's public sector.*
- **Statement B:** *Most people in Tasmania's public sector are honest.*
- **Statement C:** *People who complain about corruption or unethical behaviour are likely to suffer as a consequence of complaining.*
- **Statement D:** *The chances of people in the Tasmanian public sector getting caught doing something dishonest or unethical are small.*
- **Statement E:** *There is no point reporting corruption or unethical behaviour in the Tasmanian public sector as nothing will be done about it.*
- **Statement F:** *People in Tasmania's public sector are just as likely to behave unethically as people in the public sector anywhere else in Australia.*

Since the previous round, there has been a decrease of 3 percentage points in the number of respondents who agreed that "people who complain about corruption or unethical behaviour are likely to suffer as a consequence of complaining" (65% currently, down from 68% in 2015).

## 4.2 Level of Agreement Regarding the Need for an Integrity Commission

All respondents were asked:

*Do you agree or disagree that Tasmania needs an Integrity Commission?*



\*Percentages may not sum to 100 due to rounding.

The vast majority of respondents (93%) agreed at some level that Tasmania needs a Commission, 72% of whom said they “strongly agree”. Just 3% indicated they “strongly disagree” or “somewhat disagree”, while a further 4% of respondents could not give a definite answer as they were “unsure”.

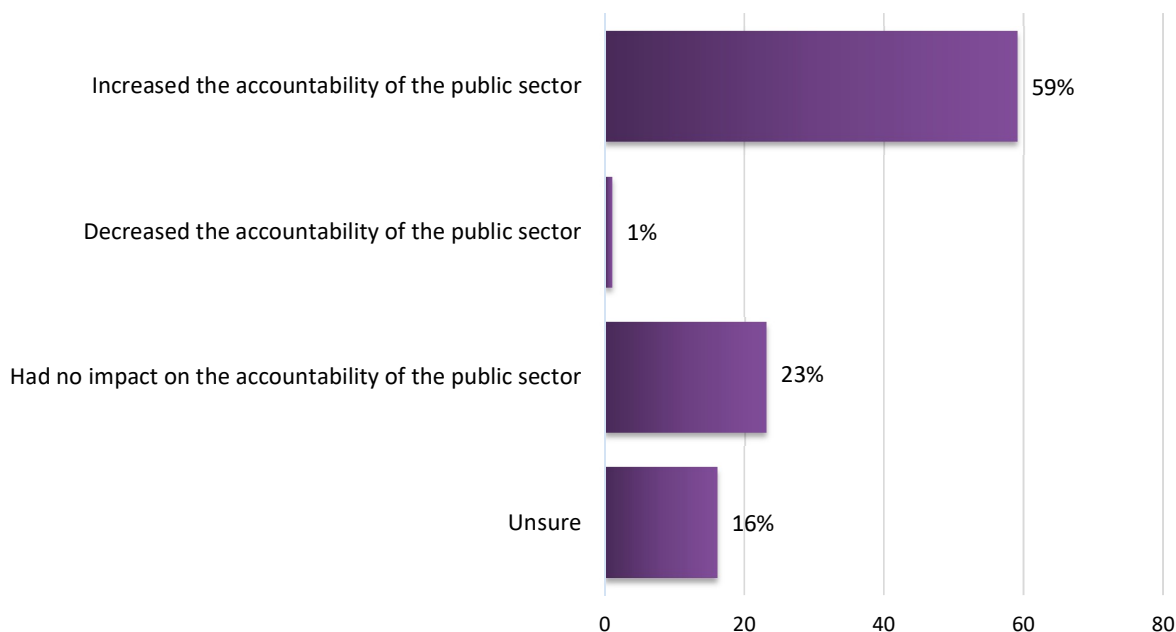
Since the previous rounds, the level of agreement with respect to whether Tasmania needs a Commission continues to rise and remains at its highest level (93% currently, up from 92% in 2015, and 89% in 2013).

### 4.3 Perceived Impact of the Integrity Commission on the Public Sector in Tasmania

All respondents who had heard of the Integrity Commission were then asked:

*In your view, has the Integrity Commission...?*

**Chart 6 – Perceived Impact of the Integrity Commission on the Public Sector in Tasmania  
(Percentage of respondents who were aware of the Commission)\***



\*Percentages do not sum to 100 due to rounding.

The majority of respondents perceived that the Commission has “increased the accountability of the public sector” in Tasmania (59%). Only 1% (4 respondents) believed that the Commission “decreased the accountability of the public sector”, while around one quarter (23%) stated it has “had no impact on the accountability of the public sector” in Tasmania.

The remaining 16% of respondents were “unsure”.

**Table 8 – Perceived Impact of the Integrity Commission on the  
Public Sector in Tasmania**  
(Percentage of respondents who were aware of the Commission in each demographic group)\*

Demographic Group	Increased accountability	Decreased accountability	Had no impact	Unsure
<b>Total</b>	<b>59</b>	<b>1</b>	<b>23</b>	<b>16</b>
<b>Gender</b>				
Male	57	1	24	18
Female	62	2	22	14
<b>Age</b>				
18-24 years	66	-	-	34
25-34 years	69	-	12	19
35-44 years	51	2	28	19
45-54 years	66	-	21	13
55-64 years	57	3	29	10
65 years or over	55	-	25	20
<b>Region</b>				
South	60	1	22	17
North & North East	59	-	22	19
North West & West	59	2	27	12

\*Percentages may not sum to 100 due to rounding.

There were no significant variations to be noted in the responses across the demographic subgroups.

#### 4.4 Reasons for the Perceived Increase in Accountability of the Public Sector in Tasmania

All respondents who stated that in their view the Integrity Commission increased the accountability in the public sector in Tasmania were asked:

*Why do you say that?*

The comments were recorded verbatim and then coded into the key areas presented in the table below.

**Table 9 – Reasons for the Perceived Increase in Accountability of the Public Sector  
(Percentage of respondents who stated an increase in accountability in the public sector)**

Reasons	Percentage of respondents (n=194)
It's a deterrent/ encouraging better behaviour/ they realise consequences/ they are being watched	27
More public cases/ exposure/ hearing more about them	24
Greater awareness of avenues for making complaints	8
People are being caught/ outcomes	7
It is an important issue/ there is dishonesty and/ or unethical behaviour	6
Training/ discussion/ education in public sector/ personal experience	5
Increased scrutiny/ questions/ checks	5
It's there/ wouldn't be if it wasn't working	4
Makes people accountable/ have a positive impression of the Commission	4
Other	7
Don't know/ unsure	3

The most common reasons given for holding the view that the Commission has increased accountability in the public sector were “it’s a deterrent/ encouraging better behaviour/ they realise consequences/ they are being watched” (27%) and “more public cases/ exposure/ hearing more about them” (24%).

Other reasons given were “greater awareness of avenues for making complaints” (8%), “people are being caught/ outcomes” (7%), and “it is an important issue/ there is dishonesty and/ or unethical behaviour” (6%).

#### 4.5 Reasons for Perceiving No Impact on Accountability of the Public Sector in Tasmania

All respondents who stated that in their view the Integrity Commission had no impact on the accountability in the public sector in Tasmania were asked:

*Why do you say that?*

The comments were recorded verbatim and then coded into the key areas presented in the table below.

**Table 10 – Reasons for Perceiving No Impact on Accountability of the Public Sector  
(Percentage of respondents who stated no impact on accountability in the public sector)\***

Reasons	Percentage of respondents (n=82)
Don't hear about cases/ investigations/ discipline	16
Nothing has changed/ there is no difference	15
Corruption/ unethical behaviour is still happening/ will always occur	14
Current powers are too weak/ have less funding	11
No follow through/ don't have to engage with recommendations	7
Don't know enough information/ it is too secretive	6
Have heard this/ no news to the contrary	5
Is not taken seriously/ noticed	2
A stunt to deceive public/ a front	2
Most people behave correctly	2
Other legislation/ methods of reporting	2
From experience/ firsthand accounts	2
Other	13
Don't know/ unsure	2

\*Percentages do not sum to 100 due to rounding.

The most common reasons given for holding the view that the Commission has had no impact on accountability in the public sector were “don't hear about cases/ investigations/ discipline” (16%), “nothing has changed/ there is no difference” (15%), “corruption/ unethical behaviour is still happening/ will always occur” (14%) and “current powers are too weak/ have less funding” (14%).



#### 4.6 Additional Comments about the Integrity Commission

Finally, all respondents were asked:

*Are there any other comments you would like to make about the Integrity Commission?*

Of this sample of 600 respondents, **68% stated they had no other comments to make about the Integrity Commission.**

The remaining comments were recorded verbatim and then coded into the key areas presented in the table below.

**Table 11 – Additional Comments about the Integrity Commission  
(Percentage of respondents who made a comment)\***

Additional Comments	2015 (n=236)	2017 (n=217)
Raise their profile in the community/ not enough is heard about them/ report to the public	21	20
Commission needs more power	11	16
Commission is doing a good job/ keep up the good work	5	10
Keep funding the Commission/ increase the funding	-	9
We need a Commission	10	7
I don't know enough about the Commission	13	6
Commission is a good idea	8	5
I would like to know more about the Commission	4	5
It should be completely independent	4	3
We do not need a Commission	3	1
Commission is costing us money/ it is a waste of money	1	1
Other	29	35

\*Percentages do not sum to 100 due to multiple responses being possible.

Around one third of respondents (31%) made mention about their lack of awareness and understanding of the Commission, with 20% stating “raise their profile in the community/ not enough is heard about them/ report to the public”, 6% said “I don't know enough about the Commission” and a further 5% said “I would like to know more about the Commission”.

Other additional comments mentioned frequently were the “Commission is doing a good job/ keep up the good work” (10%), “keep funding the Commission/ increase the funding” (9%) and “we need a Commission” (7%).

## Integrity Commission Perception Study Questionnaire June 2017

Good afternoon/evening,

My name is ..... from the Tasmanian Research firm EMRS calling on behalf of the Tasmanian Integrity Commission. We would like to ask you a few questions about the Integrity Commission and its role in the Tasmanian public sector landscape.

May I please speak to youngest male in the household aged 18 years or over?

IF NO MALES: Then may I please speak to the youngest female in the household aged 18 years or over?

REPEAT INTRODUCTION IF NEW PERSON COMES TO THE PHONE

Could you spare a few minutes to answer some questions?

### Demographics

<b>1. Firstly, are you employed in any of the following areas?</b>  <b>READ OUT</b>	1. State public service 2. Council 3. Government business or state-owned company 4. Statutory authority 5. University of Tasmania 6. Elected member of Parliament or of a council 7. None of the above – DO NOT READ OUT
<b>2. Record Gender</b>	1. Male 2. Female
<b>3. And are you aged...</b>	1. 18-24 years 2. 25-34 years 3. 35-44 years 4. 45-54 years 5. 55-64 years 6. 65+ years 7. Declined to answer – DO NOT READ OUT

### Integrity Commission

<b>4. Before today had you heard of the Integrity Commission?</b>	1. Yes 2. No – GO TO Q7 3. Unsure – GO TO Q7
<b>Q4a. And thinking generally, what are the main sources of information through which you hear about the Integrity Commission?</b>  <b>DO NOT READ OUT</b>  <b>MULTIPLE RESPONSES POSSIBLE</b>	1. Newspaper – e.g. Mercury, Examiner etc. 2. Television 3. Radio 4. Online news sites 5. Social media – e.g. Facebook, YouTube, Twitter 6. Word of mouth – e.g. friends, family, work colleagues etc. 7. Internet – general 8. Other – specify 9. Unsure
<b>5. What does the Integrity Commission do?</b>	RECORD IN DETAIL

IF UNCERTAIN, PROBE WITH “WHAT DO YOU THINK IT MAY DO”?	
When we talk about Tasmania’s public sector I’m referring to the state public service, members of Parliament, local councils including councillors and employees, government businesses, statutory authorities and the University of Tasmania.	
<p>6. Given this, how strongly do you agree or disagree that there is now more attention on ethical behaviour in Tasmania’s public sector since the Integrity Commission started operating in 2010</p> <p><b>IF AGREE SAY:</b> Is that strongly or somewhat agree?</p> <p><b>IF DISAGREE SAY:</b> Is that strongly or somewhat disagree?</p>	<p>1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 5. Unsure</p>

#### Complaints

<p>7. The Integrity Commission is responsible for dealing with complaints about misconduct in Tasmania’s public sector. What do you think this would include?</p> <p><b>DO NOT READ OUT</b> <b>MULTIPLE RESPONSES POSSIBLE</b></p>	<p>1. Abuse of power 2. Breach of law and/or codes of conduct 3. Misuse of information 4. Nepotism 5. Bullying/harassment 6. Corruption 7. Fraud/falsification 8. Conflicts of interest 9. Unprofessional conduct 10. Other (specify) 11. Unsure – DO NOT READ OUT</p>
7a. Other (specify)	RECORD IN DETAIL

#### Perceptions

<p>8. I am now going to read you several statements and would like you to tell me whether you agree or disagree with each of these.</p> <p><b>IF AGREE:</b> Is that strongly agree or somewhat agree?</p> <p><b>IF DISAGREE:</b> Is that strongly disagree or somewhat disagree?</p> <p><b>RANDOMISE</b></p>	
8a. Most people in Tasmania’s public sector are honest	<p>1. Strongly Agree 2. Somewhat Agree 3. Somewhat Disagree 4. Strongly Disagree 5. Don’t Know – DO NOT READ OUT</p>
8b. There will always be some dishonesty, unethical behaviour and corruption in Tasmania’s public sector	<p>1. Strongly Agree 2. Somewhat Agree 3. Somewhat Disagree 4. Strongly Disagree</p>

	5. Don't Know – DO NOT READ OUT
<b>8c. The chances of people in the Tasmanian public sector getting caught doing something dishonest or unethical are small</b>	1. Strongly Agree 2. Somewhat Agree 3. Somewhat Disagree 4. Strongly Disagree 5. Don't Know – DO NOT READ OUT
<b>8d. There is no point reporting corruption or unethical behaviour in the Tasmanian public sector as nothing will be done about it</b>	1. Strongly Agree 2. Somewhat Agree 3. Somewhat Disagree 4. Strongly Disagree 5. Don't Know – DO NOT READ OUT
<b>8e. People who complain about corruption or unethical behaviour are likely to suffer as a consequence of complaining</b>	1. Strongly Agree 2. Somewhat Agree 3. Somewhat Disagree 4. Strongly Disagree 5. Don't Know – DO NOT READ OUT
<b>8f. People in Tasmania's public sector are just as likely to behave unethically as people in the public sector anywhere else in Australia.</b>	1. Strongly Agree 2. Somewhat Agree 3. Somewhat Disagree 4. Strongly Disagree 5. Don't Know – DO NOT READ OUT
<b>9. Do you agree or disagree that Tasmania needs an Integrity Commission?</b>  <b>IF AGREE:</b> Is that strongly agree, somewhat agree?  <b>IF DISAGRE:</b> Is that strongly disagree or somewhat disagree?	1. Strongly Agree 2. Somewhat Agree 3. Somewhat Disagree 4. Strongly Disagree 5. Don't Know – DO NOT READ OUT
<b>Q10. In your view, has the Integrity Commission...</b>  <b>READ OUT</b>  <b>NOT ASKED OF THOSE UNAWARE OF THE IC IN Q4</b>	1. Increased the accountability of the public sector in Tasmania 2. Decreased the accountability of the public sector in Tasmania 3. Had no impact on the accountability of the public sector in Tasmania 4. Unsure – DO NOT READ OUT – GO TO Q11
<b>Q10a. And why do you say that?</b>	

#### Additional Comments

<b>11. Are there any other comments you would like to make about The Integrity Commission?</b>	RECORD IN DETAIL
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#### Demographics

<b>12. Which of the following best describes your current work situation?</b>  <b>READ OUT</b>	1. Manager 2. Professional 3. Technician 4. Trades Worker 5. Community & Personal Service Workers
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	<b>6. Clerical &amp; Administrative Workers</b> <b>7. Sales Workers</b> <b>8. Machinery Operators &amp; Drivers</b> <b>9. Labourers</b> <b>10. Unemployed</b> <b>11. Home Duties</b> <b>12. Retired</b> <b>13. Student</b> <b>14. Other</b> 15. Declined to answer – DO NOT READ OUT
<b>13. What is the highest level of education you have completed? Is it...</b>  <b>READ OUT</b>	<b>1. Year 9</b> <b>2. Year 10</b> <b>3. Year 11</b> <b>4. Year 12</b> <b>5. Apprenticeship/Trade Certificate</b> <b>6. Diploma</b> <b>7. University Degree/Postgraduate Qualification</b> <b>8. Other</b> 9. Declined to answer – DO NOT READ OUT

Thank you for completing this survey and assisting us with this important research. Finally, may I have your first name for validation purposes only please? This survey has been conducted by EMRS on behalf of the Tasmanian Integrity Commission. If you have any questions about this survey you can contact my supervisor on (03) 62 111 222.