



2020-21 Investigation Munro

Sector	Tasmanian State Service
Respondent level	Public officer; Designated Public Officer – Senior Executive
Principal allegation(s)	Dishonest conduct relating to falsification of workplace documents

Description

Investigation Munro arose from a complaint about an employee falsifying timesheets to show they were at work when on leave, making inappropriate claims for leave, improperly managing grant funds, and not declaring conflicts of interest resulting from their outside employment. The employee's manager was alleged to have failed to take proper actions in relation to this conduct.

Our investigation found four of the five allegations to be unsubstantiated. The allegation relating to failing to adequately declare benefits was substantiated, however was found not to be deliberate, and more likely due to a lack of awareness and support. It appears that this is not uncommon in the particular organisation, with a high likelihood that other employees are similarly failing to make such declarations.

The investigation highlighted a number of systemic issues that have been referred to the Principal Officer for action, including: the system for managing staff hours appears to be inefficient and inadequate; and there appears to be a lack of awareness and adherence to policy relating to outside employment. This includes staff receiving honorarium payments from non-profit organisations, sponsored travel and payments for presenting at conferences.

Outcome	Referred to Principal Officer for action
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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