

# INTEGRITY MATTERS



Issue # 3 May 2016

## Introduction

*Michael Easton, Acting Chief Executive Officer*

As an entity established to improve the standard of conduct and ethics within public authorities, and to enhance public confidence that any misconduct will be appropriately dealt with, the Commission has the responsibility to work with public authorities to achieve these outcomes. In doing so, the Commission must be both collaborative and independent.

The Commission's misconduct prevention and education functions are inherently collaborative; they rely on an ongoing dialogue revolving around ethical behaviour, misconduct risks and educational needs. Our staff work closely with individual agencies, councils, boards and organisations to ensure that our services are tailored to the requirements of the specific sector or organisation. We have had a strong focus on the local government sector, and are now increasing our engagement with government businesses and other similar public sector entities to better understand that sector's specific needs and to make available practical advice and resources.

Similarly, the Commission's Operations Unit will, where appropriate, work in cooperation with the public sector to deal with misconduct risk. The need for the Commission to carry out investigations into allegations of misconduct confidentially will always exist, and is done so to protect the privacy of all those involved. However we may utilise a range of options to ensure that we obtain information in the most efficient and least intrusive manner. This is particularly relevant in our investigations into 'policies, practices and procedures' where, ultimately, the Commission is seeking to be a positive influence and to ensure public officers conduct themselves in accordance with community expectations. While we will maintain our independent voice, the delivery of tangible and useful outcomes requires public authorities to 'buy in' to our work.

This is the first of two newsletters for the year. I hope that it provides useful information on bringing about change and ultimately improving the standards of conduct and ethics in the public sector.

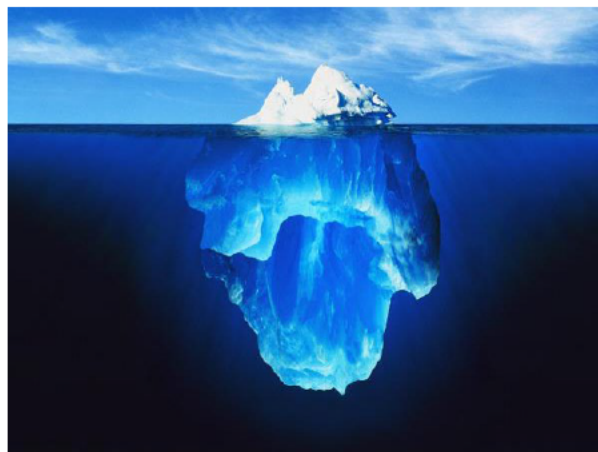
## Investigations uncovering more than misconduct

*Sarah Frost, Operations team*

Complaints and investigations into complaints about individual public officers sometimes shine a light on broader issues within a

system and an organisation as a whole. They offer the opportunity to take action to address underlying problems, mitigate risks and bring about positive change.

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



## Code of conduct providing guidance for councillors

*Jenny McQuilkin, Misconduct Prevention and Education team*

The Integrity Commission recently worked with the Local Government Division (LGD) of the Department of Premier and Cabinet on the development of the new model code of conduct for councillors. The *Local Government Amendment (Code of Conduct) Act 2015* commenced on 13 April 2016.

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

## Five year review of Commission update

*Scott Nicol, Operations team*

As many readers of our newsletter would be aware, the Minister for Justice has commissioned an independent review of the Integrity Commission Act 2009, and the general operations of the Commission. The review, following five years of operation of the Act, is required pursuant to s 106 of the Act, and is being undertaken by Mr William Cox AC, RFD, ED, QC, former Chief Justice of the Supreme Court of Tasmania.

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

## Common misconceptions on conflicts of interest



*Michael Easton, Acting Chief Executive Officer*

A common misconception is that, given Tasmania has a small population, managing conflicts of interest is either impossible or

unnecessary to avoid. The reality however is that the smaller the community, be it state or regional, the better the management of conflict of interest must be.

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

## Step up Speak up

## Speak up. Help us build a better place to work.

Be upfront.  
Speak up.  
Draw a line.

*Peta Van Luyn, Misconduct Prevention and Education team*

**Speak up** is about removing the barriers to reporting and supporting all employees to report misconduct when they see it. This aims to help ensure an ethical culture in their organisation and across the public sector.

Almost 40 organisations have now adopted **Speak up**, with others committed to implementing the campaign in the near future.

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

### Are you on a board?



*Tassie Strafkos, Misconduct Prevention and Education team*

Being on a public board involves holding a position of influence and responsibility both to the specific entity and to the community in general. Boards bear the overall responsibility for setting the strategic direction and ethical tone at the top. How they address ethical challenges will influence how others throughout the organisation manage similar scenarios.

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

### 'Whistling While They Work'

*Nic D'Alessandro, Misconduct Prevention and Education team*

A new national research project aimed at improving management of internal reporting of wrongdoing across the public sector has commenced. The project will be one of the most comprehensive studies of whistleblowing processes undertaken in Australia and internationally.

The project is led by Griffith University, together with supporting organisations across Australia and New Zealand. The Integrity Commission, together with Ombudsman Tasmania, is pleased to be a partner organisation in the project.

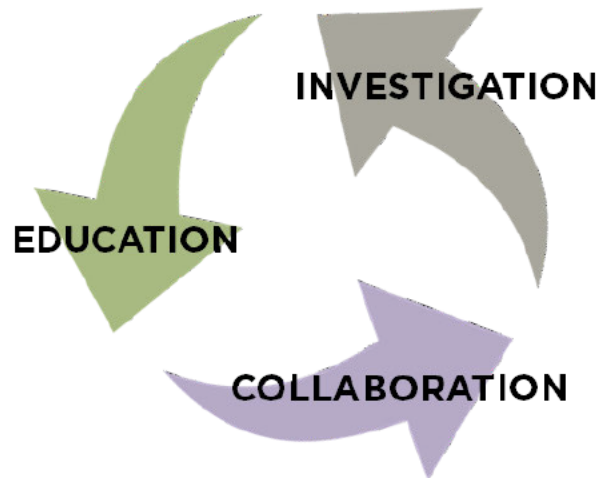
[Read the full article...](#)

## Misconduct and human behaviour - more than one approach needed

*Tassie Strafkos, Misconduct Prevention and Education team*

Human beings are complex. This needs to be kept in mind when seeking to understand why misconduct occurs and in developing strategies to support public authorities to best manage misconduct risks and foster public confidence.

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



## University of Tasmania team to evaluate Speak up roll out

*Nic D'Alessandro, Misconduct Prevention and Education team*

**Speak up** has been available for over a year and has been widely adopted. It's now time to evaluate how the roll out has gone and how the initiative is working so far.

We're keen to see how **Speak up** is working within public sector organisations and explore how we can improve it for ongoing use.

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

## Values underpin Commission approach

*Rachael Daniels, Corporate Services*

The Commission has endorsed a set of core workplace values to underpin our role and functions under the *Integrity Commission Act*, and our responsibilities as state service employees under the *State Service Act 2000*.

We have also articulated a set of behaviours to support the Commission being a positive influence for change and, both personally and professionally, a rewarding place to work.

The Commission's workplace values are as follows.

*The Commission always acts in the public interest. We strive to be a positive influence and an agent for change within the public sector. Our core values are:*

- *Respect*
- *Honesty*
- *Independence*
- *Accountability*
- *Professionalism*
- *Trust*

We found the exercise of developing these values to be an excellent opportunity to ensure agency-

wide consistency in our approach to our work, and to provide a bridge to the State Service Principles and Code of Conduct.

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