

INTEGRITY MATTERS



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From the Chief Executive Officer

Michael Easton, Acting Chief Executive Officer

As an independent agency working within a somewhat isolated jurisdiction, it is important for the Integrity Commission to keep itself informed of the actions and approaches of integrity and anti-corruption agencies in other mainland and international jurisdictions. We can learn a lot from the practices and procedures (and occasional failings!) of other agencies, and seek to constantly enhance our ability to improve the ethical health of the Tasmanian public sector.

The Commission has been recognised as 'punching above its weight', particularly in relation to its education and prevention activities and programs. As noted elsewhere in this newsletter, *Speak up* – our misconduct reporting program – is the only misconduct reporting program throughout Australia that applies to all levels of the public sector, and has been found in an independent review by the University of Tasmania to be successful in its initial implementation. The Commission's *Thanks is enough* campaign (emanating from our report on gifts and benefits in 2015) has been adopted by several interstate agencies and is recognised as a positive way to manage misconduct risks.

The Commission keeps in contact with other integrity agencies both at the Commissioner and executive levels. Our Chief Commissioner, Greg Melick, recently met with other Australian Commissioners to discuss strategic issues being faced throughout Australia. Commission officers also participate in national forums and working groups to discuss legal issues, investigative practices and ethical education to improve their professional capacity.

As Acting Chief Executive Officer, I am a member of the Executive Coordination Group of the Australian Anti-corruption Commissions Forum. At a recent meeting, we discussed several key issues being faced across the sector, including the difficulties with facilitating public hearings and the advantages and impacts arising from the public release of investigation reports. We also considered the effect of social media, the intersection between our investigation and education roles, and the necessity to balance both a cooperative and independent approach to our work.

For a small agency, the Tasmanian Integrity Commission delivers real value with its available resources. While our investigative work is not always visible to the public, the outcomes of our education programs and investigations ensure that the community can have confidence that the Tasmanian public sector is constantly improving its standard of ethical health.

Forum for public sector board members and directors

Misconduct Prevention, Education and Research team

On 9 February the Commission facilitated a forum for public sector board members titled 'Ethical conversations – a Challenge for Boards?'. The forum was a direct response to the Commission's work with the board sector, and follows a real interest by the sector in ethical conduct. Over 110 new and experienced board members and directors, including those from not-for-profit and charity sectors, attended the forum.

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

Review of Integrity Commission oversight of Tasmania Police

Operations team

Oversight of Tasmania Police is important for the same reasons oversight of all public officers is important – ensuring the efficient and effective use of public funds, and to maintain transparency and accountability. The powers conferred on police through legislation, including the use of force and power of arrest, means that the Commission's police oversight function is of particular importance.



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Speak Up program shows promising results

Be upfront.

Speak up.

Draw a line.

Misconduct Prevention, Education and Research team

The Commission's *Speak up* program aims to improve the Tasmanian public sector's capacity to identify and address misconduct. Currently in its second of a 10-year implementation plan, the Commission sought an independent review of its roll-out by the University of Tasmania, coordinated by Dr David Moltow.

The review consisted of a survey of 29 public sector authorities which are participating in the program. Responses from over 1600 employees of the participating authorities showed *Speak up* is already having positive outcomes.

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Talking through ethical issues

Misconduct Prevention, Education and Research team

One aspect of the Commission's work of which many people are not aware is our role to provide advice to public officers and the public about standards of conduct, propriety and ethics in public sector organisations. While we cannot provide specific legal advice, we are available to talk with you about ethical and misconduct issues.

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Ongoing support for local government

Misconduct Prevention, Education and Research team

The Commission continues to facilitate 'Managing Ethical Risks on Council' workshops for local government councillors and aldermen across Tasmania. In response to positive feedback from councils, the Commission has continued to run ethical workshops since the 2014 local government elections. Nineteen councils have participated in these workshops, with a number requesting follow-up sessions.

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