



ACTPS Integrity Framework

Policy number: 35/2022

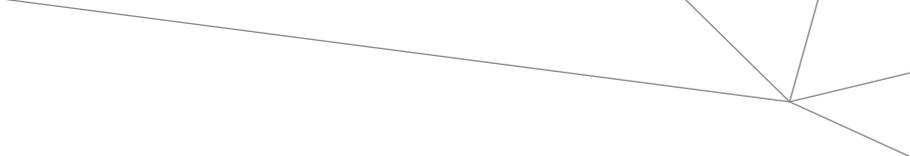
Issue Date: 19 May 2022

Chief Minister, Treasury and Economic Development Directorate

19 May 2022

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Introduction/Purpose

1. All ACT Public Sector (ACTPS) directorates and agencies and their employees must promote integrity and prevent misconduct, including fraud and corruption.
2. The ACTPS Integrity Framework ('the Integrity Framework' or 'the Framework') consolidates the key standards of conduct and accountabilities that applies to ACTPS directorates and public sector bodies and their employees.
3. The purpose of this Framework is two-fold; it is about how we as public employees make decisions and how we behave within the work environment. This document contains resources that can be used as guidance materials to create, support and implement a strong integrity culture.

Application

4. The Integrity Framework applies to all ACT Government directorates and public sector bodies in relation to public employees and executives employed in the ACTPS under the *Public Sector Management Act 1994* (PSM Act). Integrity also applies to board and committee members and contractors or consultants.
5. In this Integrity Framework, these persons are referred to as **employees** and include an officer, temporary employee, casual employee, public sector member and a member of the senior executive service¹. This Integrity Framework also applies to board and committee members and contractors or consultants exercising the function of a public sector entity.

Key Legislative Provisions

6. Part 2 of the [PSM Act](#) establishes the legal and ethical framework for the ACTPS. Employees should be mindful of their obligations under Division 2.1 of the PSM Act which sets out the values and general principles that public servants must preserve in their day-to-day work.
7. Section 7 of the PSM Act identifies the meaning of the Public Sector Values and how they are to be used and applied in an employee's work.
8. Section 9 of the PSM Act articulates the expected conduct and behaviour of all employees. This includes but is not limited to; an employee must take all reasonable steps to avoid a conflict of interest and an employee must not behave in a way that is inconsistent with the public sector values or undermines the integrity and reputation of the service. It is also expected that an employee must not take improper advantage of their position or information gained through their position or improperly use a Territory resource, including information, accessed through their job.
9. Part 2.3 of the repealed [Public Sector Management Standards 2006](#) (PSM Standards 2006) refers to Fraud and Corruption responsibilities for Director Generals. Section 113 of the *Public*

¹ Division 7.2 provides a definition of eligible employment and a mechanism for working out certain entitlements for public servants. The *Legislation Act 2001* defines 'public servant' as a person employed in the public service. Section 12 of the PSM Act establishes the ACT Public Service. It provides that members of the ACT Public Service are 'the senior executive service', 'officers' and 'employees'. A senior executive service member is a person engaged under section 31 of the PSM Act. An officer is a person appointed to an office on a permanent basis (see section 24 of the PSM Act). An employee is a person employed to exercise the functions of an office on a temporary basis (see section 25 and part 5.8 of the PSM Act), which includes a person employed on a fixed term temporary or casual employment contract. The entitlement applies to 'public sector members' by virtue of section 150 of the PSM Act. A public sector member includes a statutory officeholder and a person employed by a statutory officeholder.

Sector Management Standards 2016 (PSM Standards 2016) states that Part 2.3 (PSM Standards 2006) continues to apply, despite the repealed standard.

Principles

10. The ACTPS is a unique jurisdiction that combines both state and municipal roles into one level of government. It is responsible for and delivers, or supports the delivery of, services to the public across many areas, including health, education, administration of justice and local government functions such as roads infrastructure, parks, libraries, waste collection and community services. A great deal of trust is placed in the integrity of our actions and decision making. The community expects and wants assurance that we are acting in their best interests, including responsible use of resources. The community places trust in what we do. The decisions we make every day can impact our relationships with the citizens of the Australian Capital Territory ('Territory'), the public and each other. On this basis integrity principles require public employees to:
 - Be accountable for integrity
 - Model, support and promote a culture of integrity
 - Plan and act to create and maintain integrity
11. The ACTPS prides itself on creating, supporting and maintaining a culture embedded with integrity, and a sound governance framework is central to this. Good governance provides the foundation for high performance. It ensures that within the ACTPS there is a robust process for making and implementing decisions. This in turn, strengthens community confidence within the ACTPS and ensures our reputation is maintained and enhanced.
12. The ACTPS is committed to providing safe and healthy working environments for its employees and other people through practices that promote and support a culture embedded with integrity, and a sound governance framework.
13. Managing and supporting a culture entrenched with integrity across the ACTPS requires leaders to educate employees within their respective directorates and agencies about the importance of integrity within the workplace through leading by example and creating a culture that supports good integrity.
14. Promotion of the ACTPS Values and Signature Behaviours and Code of Conduct, engagement in regular conversation around integrity, demonstration of such behaviours in daily behaviours and actions and being aware of and monitoring the culture of our work environments will assist here.
15. All ACTPS employees have an obligation to uphold the ACTPS Values and Signature Behaviours and follow the Code of Conduct. They must familiarise themselves with the Integrity Framework, use sound judgement and make principles-based decisions. If employees are ever in doubt, they are encouraged to seek advice and guidance from their manager or relevant Human Resources area in the first instance.

Procedure

What is Integrity?

16. Integrity is the quality of being honest, having sound moral character and adherence to moral and ethical principles. It means the exercise of authority in accordance with the stated values and principles of the ACTPS and the control of fraud and corruption. It also means pursuing high standards of professionalism, both in what we do and how we do it.

What is the Ethical and Legal Framework for the ACTPS?

17. The Integrity Framework is supported by the ACTPS ethical and legal framework. The ACTPS ethical and legal integrity framework sets the standards and obligations for conduct, performance and behaviour of ACTPS employees, directorates and agencies and the ACTPS as a whole and is underpinned by:

- [Section 9 of the PSM Act](#)
- [Part 2.3 of the PSM Standards 2006](#)
- [The ACT Integrity Commission](#)
- [The ACTPS Values and Signature behaviours](#)
- ACTPS [Code of Conduct](#)
- [Probity in Procurement](#)
- [Enterprise agreements](#)
- Any directorate-specific Fraud Control and Prevention Guidelines or Plans
- Whole of government policies:
 - [ACTPS Integrity Governance](#)
 - [ACTPS Decision Makers Handbook](#)
 - [Good Governance in the ACTPS Checklist](#)
 - [Conflict of interest](#) policy
 - [Gifts, benefits and hospitality](#) policy
 - [Social media policy](#)
 - [Second jobs and volunteering](#) policy
 - [Reportable Conduct policy](#)
- other directorate or agency specific policies e.g. managing workplace behaviour.

How we make decisions:

18. Making good decisions which are ethical, and the display of personal behaviours which exemplify professionalism and integrity, is critical to maintaining public confidence in the ACTPS and what we do. The community has a right to expect that the ACTPS operates fairly, impartially, effectively and efficiently (decisions must be legally valid). The community must be able to trust and have confidence in the integrity of the ACTPS decision-making process.

There are a number of processes for decision making in the ACTPS:

■ **Probity in Procurement**

19. The *Government Procurement Act 2001* (GP Act) defines a procurement as the process of acquiring goods, services, works or property by purchase, lease rental or exchange. It also includes the disposal of goods, works or property including by sale.
 - The GP Act and its subordinate legislation contain various requirements that Territory entities must meet when conducting a procurement. These include:
 - quotation and tender requirements
 - notification of contracts, contract amendments, and invoices
 - Secure Local Jobs Code requirements
 - confidentiality within contracts
 - consideration of procurement proposals by the Government Procurement Board
 - pursuit of value for money by a procuring Territory entity.

■ **ACTPS Decision Maker's Handbook**

20. Ensuring that all work decisions are made with integrity is about consistently applying key decision-making principles. Principles-based decision making does not try to provide a rule for every situation. Rather, it involves making good decisions based on the use of sound judgement and proper consideration of all relevant circumstances.
21. The [ACTPS Decision Maker's Handbook](#) has been developed to assist public employees with making sound work decisions.

■ **Financial Instructions**

22. Each Director-General (DG) or Chief Executive Officer (CEO) has financial responsibilities under the [Financial Management Act 1996](#), for the efficient and effective financial management of the public resources for which the directorate or agency is responsible.
23. To meet these responsibilities, DG/CEO financial instructions (Financial Instructions) and/or policy documents set out the due diligence arrangements in financial management across the directorate or agency. These are established to ensure the efficient and effective financial management of the directorate or agency.
24. Public employees in each directorate or agency are required to follow the principles and processes outlined in the relevant Financial Instructions and/or policy documents. Financial Instructions provide a step-by-step approach to the processes for enhancing integrity these must be followed to support decision making and assist with reporting of fraud, corruption, and other criminal offences affecting the Government.
25. Each directorate has implemented its own Financial Instructions and/or policy documents in other formats to ensure due diligence in financial management across the directorate/agency. Employees should refer to their directorate's Financial Instructions for further information/guidance.

■ **Senior Executive Responsible for Business Integrity Risk**

26. Each directorate or agency is required to appoint an individual as the Senior Executive Responsible for Business Integrity Risk (SERBIR). The SERBIR has primary responsibility for the implementation of the Integrity Framework with some associated functions outlined in the Financial Instructions. SERBIRs are appointed to manage the integrity requirements under the

PSM Standards 2006 (part 2.3) which includes implementing integrity strategies and processes to detect and investigate fraud and corruption.

27. In addition, the SERBIR deals with:
 - risk management for integrity and fraud and corruption prevention planning;
 - reporting of fraud and corruption; and
 - referral of corruption allegations and potential public interest disclosures (PID's) (there may be other officers within an agency with PID referral responsibilities).
28. Fraud and corruption against directorates or agencies or other parties is not tolerated in any form or degree. Employees are required to exercise diligence, probity and the highest level of ethics in fulfilling their duties and in all dealings.
29. Corruption can be broadly defined as involving a breach of trust in the performance of official duties, or as conduct that is not honest or impartial. Fraud is usually associated with dishonestly obtaining a benefit or causing a loss, by deception or other means. Corrupt conduct is outlined in section 9 of the [Integrity Commission Act 2018](#).
30. SERBIRs are responsible for protecting integrity, implementing the measures which an agency has determined are necessary to mitigate integrity risks and supporting their DG/CEO to do this. Further information on Integrity Governance which involves establishing processes to protect and maintain integrity in the ACTPS can be accessed [here](#).
31. Directorates and agencies have a responsibility to advise the Public Sector Standards Commissioner of their SERBIR representative.

▪ **Conflict of Interest Policy**

32. Public confidence in the ACT Government can be jeopardised if the community perceives that employees and/or operations are being improperly influenced by personal interests or relationships. Maintaining a high level of public confidence is critical to the success of the Territory's operations.
33. Under Section 9 of the PSM Act, employees must take reasonable steps to avoid, identify, declare and manage conflicts of interest, ensuring they are handled in an open and transparent way. Conflict of interest includes perceived, potential, or actual conflicts.
34. Similarly, employees must never use their duties, status, or power as a ACTPS employee to gain a benefit.
35. The ACTPS [Conflict of Interest](#) Policy contains information regarding conflict of interest. All public employees should familiarise themselves with and apply the key principles. The Probity in Procurement Guide includes specific guidance on managing conflicts in a procurement process. Directorates and agencies may also have their own conflict of interest policy, which must be consistent with the whole of government policy.

▪ **Gifts, Benefits and Hospitality Policy**

36. Employees may be offered gifts or benefits by people outside of the ACTPS in the course of their work. A gift, benefit or hospitality offered and accepted regardless of its value has the potential to place an employee in a conflict of interest situation and to damage the reputation of the employee and/or the ACTPS. Therefore, it is necessary that the correct process is adopted in reporting, accepting or rejecting offers made by third parties.
37. The intent of the [Gifts, Benefits and Hospitality](#) Policy is to minimise the risk of unethical or corrupt behaviour. Directorates and agencies may develop their own gifts, benefits and

hospitality procedures and requirements however they must be consistent with the whole of government policy.

▪ **Second Jobs and Volunteering Policy**

38. An issue that could involve a conflict of interest is the holding of a second job. The [Second Jobs and Volunteering](#) Policy provides guidance on when employees are required to seek prior approval before engaging in second jobs or volunteering activities.
39. Directorates and agencies may develop their own second jobs and volunteering procedures and requirements. However, those procedures and requirements must be consistent with the whole of government policy.

How we behave

40. The ACTPS has expectations about the behaviour of its workforce. How employees undertake work, conduct themselves with fellow employees and/or represent the ACTPS is important. That is why a range of supporting guidance is available that identifies the conduct, values and expected behaviour of all employees. It is important that employees understand their responsibilities about behaviour, as breaching these expectations may have serious consequences.
41. The ACTPS is committed to ensuring that all employees behave appropriately whilst performing their duties as public servants. Ensuring a high standard of behaviour ensures that members of the public and stakeholders can have confidence in the services we provide and deliver, resulting in higher public confidence in the ACTPS.
42. The ACTPS strives to create a culture in which individuals demonstrate behaviour that embodies the principles of decency, courtesy, professionalism and fairness. This includes the promotion of a culture which ensures everyone is clear on what is expected of them at work. Regular conversations help to build mutual understanding and provides a clear channel of communication.
43. There are systems in place to ensure that employees and ultimately the ACTPS are held accountable and that mechanisms are available for both employees and the public to make complaints on the conduct of ACTPS employees and officials.

▪ **Code of Conduct**

44. The ACTPS [Code of Conduct](#) applies to employees conduct in all circumstances including face to face interaction, working remotely or virtually, engagement on social media, in published material, and in written briefing materials and in meetings.
45. The ACTPS [Code of Conduct](#) provides guidance on the behaviour employees should expect of themselves and their colleagues, and provides guidance on behaviours that are consistent with the requirements of Section 9 of the [PSM Act](#).

▪ **ACTPS Values and Signature Behaviours**

46. The ACTPS [Values and Signature Behaviours](#) define who we are as an organisation. They are the touchstones by which employees should measure their own, and others, behaviour. In a service as diverse as ours, how those values and behaviours are given life will look different depending on the professional and organisational context, but those unifying Values and Signature Behaviours will still be recognisable.
47. The ACTPS Values of Respect, Integrity, Collaboration and Innovation are enshrined in the PSM Act and carry the endorsement of the Head of Service and the Strategic Board.

48. While managers and senior staff have a heightened responsibility to model the values and behaviours, all employees should ensure that they too model and promote the values and behaviours in the course of their work.
49. The [ACTPS Executive Capability Framework](#) describes the skills, knowledge and behaviour that is expected of all executives, regardless of their workplace. They have been created around the ACTPS Values and Signature Behaviours. The framework provides a shared understanding of the capabilities required of successful and effective leaders. The Executive Capabilities include:
- Leads and values people;
 - Shapes strategic thinking;
 - Achieves results with integrity;
 - Fosters collaboration; and
 - Exemplifies citizen, community and service focus.
50. The Executive Capabilities also encourage a solid foundation for a dynamic leadership group that can drive and implement whole of government strategies. The Executive Capabilities are used for recruitment and performance development purposes.
51. The ACTPS [Performance Framework](#) is a mechanism to ensure that everyone in the workplace is clear on what is expected of them at work. It supports the ACTPS Values and Signature Behaviours and provides a consistent approach to the way in which the ACTPS holds its employees accountable for their work performance.
- **Alcohol and other Drugs Policy**
52. The ACT Government is committed to providing safe and healthy working environments for its employees and other people through practices that eliminate or reduce risk in its workplaces arising from the use of alcohol or other drugs. The ACTPS Alcohol and Other Drugs Policy can be found [here](#).
- **Social Media Policy**
53. The ACTPS has a [Social Media](#) Policy that provides guidance in relation to appropriate social media engagement. All employees should be aware of the guidelines and familiarise themselves with the key principles.
- **Respect, Equity and Diversity (RED) Framework**
54. Ensuring that all employees, irrespective of their position, background or individual differences model the ACTPS values and general obligations of employees, as described in the PSM Act, is also core to creating a respectful and positive work culture for the ACTPS.
55. The [RED Framework](#) supports the ACTPS to meet its obligations under the PSM Act and supports employees to understand expectations regarding their own and others' behaviour in the workplace. In particular, the RED Framework is aligned with the ACTPS Code of Conduct to fully integrate the ACTPS Values and Signature Behaviours into everyday work practice.
- **Management and Confidentiality of Information**
56. Employees within the ACTPS have access to information held by the Territory, both in electronic and paper form. This can include sensitive information about the internal workings of government, commercial-in-confidence information and personal information about ACT citizens, which may include ACTPS employees. Information is a resource that is collected,

created and managed on behalf of the ACT community and other stakeholders. It must be managed in a way that ensures it is not misused, lost or inappropriately altered.

57. In a general sense, government information should be considered as a community asset that is shared as widely as possible. However, employees may also have access to confidential information, including information on government decisions which have not yet been made public. Given the diversity of work across the ACTPS, employees may come across such information relating to services or programs in several formats. This access can be routine or rare, depending on individual roles. The circumstances in which access to such information must remain confidential and must not be discussed in a public environment. Those in which it is appropriately shared, should be explicitly considered and clearly understood. The proper functioning of government, and public confidence in the essential services we provide, depend on it.
58. The *Information Privacy Act 2014* (the Privacy Act) regulates how personal information is handled by directorates and agencies. It is the responsibility of all employees to ensure that they are complying with the Privacy Act in all situations.
59. Unauthorised access, disclosure or leaking of official information for personal gain is a serious matter, so is the unauthorised deletion or alteration of government information. Employees have ethical and/or legal responsibilities to safeguard this information and to ensure it is reliable, accurate, unaltered, and used only for official purposes. These responsibilities also take the form of legal obligations. Accessing or discussing this information outside of the work context is against these legislative responsibilities under the PSM Act and PSM Standards, the *Criminal Code 2002*, *Privacy Act 1988 (Cth)*, *Workplace Privacy Act 2011* and the *Health Records (Privacy and Access) Act 1997*. Failing to create, keep and protect information about government activities in the form of official records is a breach of the Territory Records Act 2002.
60. [The Freedom of Information Act 2016](#) provides a mechanism for legitimate authorised information sharing.
61. Employees should also refer to the [Acceptable use of IT Resources Policy](#).

▪ **Resolving Workplace Issues**

62. A positive workplace culture fosters employee engagement and cultivates a high performing culture. The ACTPS is committed to maintaining workplaces free from workplace issues such as inappropriate behaviour or misconduct. A suite of resources has been developed which focuses on the identification and management of inappropriate behaviour at the local level through to more serious allegations of misconduct that are managed under ACTPS Enterprise Agreements and the ACT Integrity Commission.
63. For more information about resolving workplace issues including supporting resources, please check [here](#).

▪ **Professional Standards Unit**

64. The Professional Standards Unit (PSU) in CMTEEDD undertakes misconduct and complaint investigations in the ACTPS, under the auspices of the [Public Sector Standards Commissioner \(PSSC\)](#).
65. It is mandatory for all misconduct investigations to be managed centrally by PSU except in extenuating circumstances. This allows for streamlined investigation practices and ensures consistency, independence and transparency in the investigative process across the ACTPS. This approach has also improved the quality and timeliness of investigations. Misconduct is defined under section 9 of the PSM Act.

66. The PSSC may undertake investigations independently or with support from the PSU. Where matters are referred outside the ACTPS, the PSU maintain an oversight role to ensure consistency of process.

Union Membership

67. Unions play an important role in representing employees and the ACT Government is committed to encouraging union membership among its employees in the ACTPS.
68. [The Union Encouragement Policy](#) aims to ensure that the ACTPS, through its leadership, gives effect to the ACT Government's commitment to encourage union membership. The Policy also provides details for the implementation of the benefits and entitlements contained in the ACTPS Enterprise Agreements.
69. Unions may provide information and support to members in relation to their rights and responsibilities under this framework.

Integrity Legislation

▪ Public Interest Disclosure

70. In the ACT, a disclosure or complaint may become a Public Interest Disclosure (PID) when it is about disclosable conduct. This includes conduct that could amount to a criminal offence, give grounds for disciplinary action or amount to a serious malfeasance of public office (e.g. substantial misuse of public funds), maladministration that adversely affects a person's interests in a substantial and specific way, or danger to public health or safety of the environment.
71. Under the [Public Interest Disclosure Act 2012](#) (the PID Act), a disclosure can be made about a public sector entity, which is broadly defined to include anyone performing a function on behalf of the ACT Government using public funds. Disclosures can be made against permanent, temporary, or casual employees of the ACTPS and other public sector entities, including Members of the Legislative Assembly. It can also be about contract staff performing the functions of a public sector entity.
72. Within the ACTPS, the ACT Integrity Commissioner has broad oversight of all PIDs, and directorates/agencies are required to notify the ACT Integrity Commissioner of any disclosure that is received. Other bodies that disclosures can currently be made to, include the Auditor-General and the ACT Ombudsman.
73. For a report to qualify as a disclosure, it must also be made to a person responsible for receiving reports. These people are called 'disclosure officers'. They are:
- For reports relating to a public sector entity:
 - the Auditor-General;
 - the Ombudsman; or
 - the Commission.
 - For reports relating only to an ACTPS entity:
 - the Public Sector Standards Commissioner;
 - the Head of Service;
 - the Head of an ACTPS entity; or
 - a person nominated to be a disclosure officer for an ACTPS entity.

- For reports relating only to a Legislative Assembly entity:
 - the Clerk of the Legislative Assembly; or
 - a person nominated to be a disclosure officer for a Legislative Assembly entity.
 - The websites of public sector entities must provide contact details for all nominated disclosure officers. The Commission’s website also has a list of people that have been nominated as disclosure officers.
74. Under Sections 32 and 33 of the PID Act, the ACT Integrity Commission is required to make guidelines and procedures on how ACTPS entities are to deal with disclosures. The Integrity Commission has issued the [Public Interest Disclosure Guidelines 2021](#), to explain and support PID arrangements and assist individuals who wish to make a disclosure, as well as to ensure that ACT public sector entities have arrangements in place to consider disclosures and take appropriate action on PIDs.
75. Under the PID Act, heads of entities are disclosure officers. This means that DGs, the Clerk of the Legislative Assembly and other executive or statutory officers with overall management responsibility for an entity are disclosure officers under the Act.
76. Section 11(2) of the PID Act requires the head of an entity to also declare at least one other person to be a disclosure officer in their entity. Other than the head of the entity, it is recommended that the disclosure officer declared be a SERBIR.

▪ **ACT Integrity Commission**

77. The [ACT Integrity Commission](#) is an independent body that has the power to investigate corruption in public administration and strengthen public confidence in government integrity. The Integrity Commission plays an important role in ensuring the transparency and accountability of the ACT Public Sector and ACT Legislative Assembly.
78. The Integrity Commission can investigate conduct that is alleged to be corrupt conduct in relation to all ACT Public Sector entities, their employees and contract staff in government directorates and Territory-owned corporations, members of the Legislative Assembly and their staff. Its jurisdiction also extends to those performing functions of a public nature.
79. The Integrity Commission will prioritise the investigation and exposure of serious corrupt conduct and systemic corrupt conduct. This does not limit the commission from considering any conduct that falls within the definition of corrupt conduct. These definitions of corrupt conduct are found at sections 9-11 of the [Integrity Commission Act 2018](#).
80. Any person may make a complaint to the Commission about conduct that may be corrupt conduct. A corruption complaint may be made either orally, in writing, via electronic means and/or anonymously. If a person makes a complaint to a relevant entity (i.e. the Speaker, Auditor-General, Ombudsman etc) about conduct that may be corrupt conduct, the relevant entity may refer the complaint to the Integrity Commission.
81. Although anyone can make a corruption complaint, senior executive staff including heads of public sector entities and MLAs and Chiefs of staff have a mandatory obligation to report serious corrupt conduct and systemic corrupt conduct² to the ACT Integrity Commission.

² Serious corrupt conduct means corrupt conduct that is likely to threaten public confidence in the integrity of government or public administration. Systemic corrupt conduct means instances of corrupt conduct that reveal a pattern of corrupt conduct in 1 or more public sector entities.

■ Public Sector Standards Commissioner

82. The [Public Sector Standards Commissioner \(PSSC\)](#) is an independent statutory office holder with the following functions under section 144 of the PSM Act –
- conduct investigations—
 - i. about a matter declared by the Chief Minister in the way prescribed; and
 - ii. under an industrial instrument;
 - provide advice to the Chief Minister about matters arising from an investigation conducted by the Commissioner;
 - in connection with an investigation conducted by the Commissioner—promote and provide advice about the public sector values, the public sector principles and the conduct required under this Act.
83. Anyone can make a complaint to the PSSC about a matter relevant to the PSSC’s functions, however all investigations relating to misconduct must be reported to the PSSC.
84. The PSSC has an important role in relation to integrity in the ACTPS and is legislatively responsible for issuing the Code of Conduct for the ACTPS.

Responsibilities

85. DGs/ CEOs have a responsibility to ensure that all employees within their directorate or agency are aware of the Integrity Framework. It is important that DGs/ CEOs model, support and promote a culture of integrity which will assist in instilling high trust and performance.
86. ACTPS employees have a responsibility to familiarise themselves and act in accordance with the Integrity Framework

Consultation

87. Consultation on this policy occurred broadly across the ACT Public Sector, including independent statutory offices, key internal stakeholders and unions.

References

88. The key principles of this policy are aligned with the following authorised sources
- [Public Sector Management Act 1994](#)
 - [Public Sector Management Standards 2006 \(Repealed, Part 2.3 remains active\)](#)
 - [Public Sector Management Standards 2016](#)
 - [ACTPS Enterprise Agreements](#)
 - [Public Interest Disclosure Act 2012](#)
 - [Government Procurement Act 2001](#)
 - [Ombudsman Act 1989](#)
 - [Integrity Commission Act 2018](#)

Further Information

89. If you have further questions about the application of this policy, please contact Whole of Government Industrial Relations and Public Sector Employment, Workforce Capability and Governance, Chief Minister, Treasury and Economic Development Directorate through EBA@act.gov.au

Review

90. This policy is due for review 3 years from the last issued or reviewed date, or earlier where there are changes that affect the operation of the policy.

Document name: ACTPS Integrity Framework	Prepared by: PSU and Industrial Relations and Public Sector Employment, Workforce Capability & Governance, CMTEDD
Policy Number: 35/2022	Feedback to: Industrial Relations and Public Sector Employment
Issue Date: 19 May 2022	Review Date: 19 May 2025

Approval Authority

91. This policy is approved by

Dr Damian West
Deputy Director-General
Workforce Capability and Governance
Chief Minister, Treasury and Economic Development Directorate
On behalf of the Head of Service

19 May 2022



ACT
Government

Chief Minister, Treasury and Economic Development Directorate

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