



Chris Steel MLA

Minister for Planning
Minister for Skills and Training
Minister for Transport
Special Minister of State

Member for Murrumbidgee

RESPONSE TO QUESTION ON NOTICE

Questions on Notice Paper No 41

12 April 2024

Question No. 1771

ELIZABETH LEE MLA: To ask the Minister for Skills and Training

- (1) Can the Minister provide for the CIT, for each year since 2016 to present, how many misconduct processes (a) were commenced, (b) were closed, (c) remained open by the end of the year and (d) were completed with findings of misconduct.
- (2) Can the Minister identify the reason why each misconduct finding was made (e.g. fraud, corruption etc).
- (3) How many misconduct processes were referred to (a) the Public Sector Standards Unit (PSSU), (b) the Integrity Commissioner and (c) another external or internal body.
- (4) If any cases were identified under part (3)(c), what were these bodies, and why were they referred to the body rather than the Integrity Commission or PSSU.
- (5) For the cases identified in parts (1)(d) and (3)(a), (b) and (c), what were the disciplinary outcomes (e.g. termination of employment, summary dismissals etc) and, if there has been no finding made as of yesterday, can the Minister identify this.
- (6) In relation to the responses to part (5), for financial penalties, what has been the (a) total amount and (b) individual amounts paid to the Directorate.
- (7) Are the reasons for any of the responses to part (6) released publicly; if not, why not.
- (8) If an employee resigns before the completion of misconduct processes, does the investigation continue; if not, why not; if so, how are these processes continued and how do the directorates ensure that these processes are followed up where findings are made.

MR STEEL MLA - CIT, an independent body with a governing board, advises that:

- (1) The figures in the table below provided by the Professional Standards Unit (PSU) summarise processes (a) were commenced, (b) were closed, (c) remained open by the end of the year and (d) were completed with findings of misconduct including bullying and harassment.

Financial year	a) Commenced	b) Closed*	(c) Remained open by end of the year	d) Completed with findings of misconduct
2015-16	3	1	2	3
2016-17	--	--	--	--
2017-18	4	1	3	3
2018-19	--	--	--	--
2019-20	2	2	--	1
2020-21	1	1	0	1
2021-22	1	0	1	1
2022-23	4	2	2	0
2023-24	4	1	--	--
	19	8	8	9

**If an employee resigns prior to completion of an investigation they are counted in the completed investigations figure, however, these are matters are not complete they are closed by the PSU noting that if the employee re-joins the ACTPS, the misconduct investigation re-opens.*

- (2) As the outcomes of investigations are confidential this information will not be provided.
- (3) (a) 19
- (b) CIT cannot know with certainty the number of matters referred to the Integrity Commission as reporting to the Commission is most often a confidential process where individual people, including managers, may make independent referrals directly to the Commission without informing CIT.
- (c) There are no other external or internal bodies where misconduct processes are referred.
- (4) There are no other external or internal bodies where misconduct processes are referred.
- (5) As the outcomes of Investigations are confidential this information will not be provided.
- (6) (a) \$500
(b) \$500
- (7) To maintain confidentiality, outcomes of investigations are not released publicly.
- (8) CIT enterprise agreements outline the process to be followed if a person resigns before the completion of the misconduct process. If the employee re-joins the ACTPS, the misconduct investigation re-opens. This provision is identical in all ACTPS enterprise agreements.

Approved for circulation to the Member and incorporation into Hansard.



Chris Steel MLA
Minister for Skills and Training

Date:8/5/24.....

This response required 3hrs 0mins to complete, at an approximate cost of \$276.14.