

Rachel Stephen-Smith MLA

Minister for Health

Minister for Mental Health

Minister for Finance

Minister for the Public Service

Member for Kurrajong

RESPONSE TO QUESTION ON NOTICE**Questions on Notice Paper No 7****16 MAY 2025****Question No. 432****PETER CAIN MLA:** To ask the Minister for the Public Service

1. What accountability measures exist for ACT Government officials overseeing large reform programs when cultural risks are raised by senior program leaders.
2. Has any review been undertaken into allegations of exclusion, role manipulation, or inappropriate leadership conduct on the Payroll Capability and Human Resource Management program.

Rachel Stephen-Smith MLA - The answer to the Member's question is as follows:

1. All ACT Government officials are accountable under ACTPS Code of Conduct, ACT Government Risk Management Policy 2019. If concerns are raised about behaviour, ACT Public Servants or cultural risks, they are addressed under the agreed ACT Government frameworks, including:
 - a. ACTPS Code of Conduct
 - b. ACTPS Integrity Framework
 - c. ACT Respect, Equity, Diversity (RED) Framework
 - d. ACTPS Work Health and Safety Wellbeing Policy
 - e. ACTPS Mental Wellbeing Policy
 - f. ACTPS Reporting of WHS Incidents Policy
 - g. People Safety Hazard Management 2: Psychosocial Hazards



2. There is one review currently underway as a result of allegations from a former team member. Behaviours and conduct within the Payroll Capability and Human Resource Management program are managed in accordance with the above stated ACT Government frameworks. Please refer to those frameworks for more information about the specific processes that are appropriate in such instances.

Approved for circulation to the Member and incorporation into Hansard.



**Rachel Stephen-Smith MLA
Minister for Public Service**

Date: 24 / 6 / 25

This response required 175 mins to complete, at an approximate cost of \$435.84.