

Public sector corruption hurts all Victorians.



Why report corruption?

The Victorian community expects our public sector to be free of corruption. All public sector employees must act with integrity, impartiality, accountability and respect. They must act in the interests of all Victorians – **not** for personal gain.

Public sector corruption hurts everyone. It wastes taxes and rates that should be used to operate and maintain Victoria's schools, hospitals, roads and other vital public services and projects.

When something's not right in the public sector it's up to all of us to speak up and report suspected wrongdoing.

What is corruption and misconduct?

Corruption and misconduct in the public sector can take many forms, such as:

- ▶ committing fraud or theft
- ▶ taking or offering bribes
- ▶ employing friends or family as contractors without a proper process
- ▶ awarding contracts to suppliers in return for personal benefit.

Public sector employees at every level have a responsibility to behave according to the *Victorian Public Sector Code of Conduct* and to comply with their agency's policies and standards.

Watch out for corruption red flags

Some public sector processes and activities are particularly vulnerable to corruption. These include buying goods and services, managing assets or information, and hiring staff.

Corruption red flags to watch for include:

- ▶ ignoring procurement processes, not getting the required number of quotes, or assessing quotes or tenders unfairly
- ▶ failing to declare and manage conflicts of interest when employing people or buying goods and services
- ▶ a workplace culture where policies and procedures are not seen as important.

What is IBAC's role?

IBAC is Victoria's independent anti-corruption agency. We're responsible for preventing and exposing serious public sector corruption and police misconduct.

We do this by:

- ▶ educating people about corruption and ways to prevent it
- ▶ researching and analysing corruption issues and risks
- ▶ assessing corruption or misconduct allegations and deciding whether to investigate, refer or dismiss them.

IBAC receives around 5000 allegations of public sector corruption and police misconduct each year. This helps us expose corruption in the public sector and identify emerging trends and risks.

IBAC's jurisdiction

IBAC oversees:



IBAC does not investigate issues from other states or territories, federal matters or matters in the private sector, unless they relate to a Victorian public sector employee or body.

Overseeing Victoria Police

IBAC plays a vital role in independently overseeing Victoria Police. We must be notified of all complaints about police conduct. We regularly review Victoria Police investigations into police conduct to ensure they are thorough, impartial and timely, and that findings are evidence-based and outcomes are fair and reasonable. We also ensure Victoria Police officers comply with the *Charter of Human Rights and Responsibilities*.

Speak up when something is not right



How to report corruption

If you're a public sector employee you can raise concerns of suspected wrongdoing with a manager. Alternatively, if your organisation has a Public Interest Disclosure Coordinator you can talk to them.

If the issue is serious, and you're more comfortable speaking to someone outside your organisation, you can call IBAC for advice on 1300 735 135.

We independently assesses each complaint to determine if it's a Public Interest Disclosure.

If you speak up honestly and aren't involved in the corruption, you will be protected when making a Public Interest Disclosure. This means:

- you can't be sued for defamation or breach of confidentiality
- you're immune from civil or criminal liability.

Public sector employees are required to uphold the values from the *Public Administration Act 2004* and the *Victorian Public Sector Code of Conduct*. This means we must perform our duties with integrity, impartiality, accountability and respect.

Find out more

For further information and resources to help stop public sector corruption, visit www.ibac.vic.gov.au/informationkit