



Perceptions of corruption and integrity in the Victorian public sector

IBAC periodically conducts surveys of Victorian public sector and local government employees to understand how they perceive corruption and integrity within their own organisation. Employees' perceptions of organisational behaviours, ethical culture and areas of risk provide insight into possible gaps and weaknesses in corruption prevention controls. They also indicate where employees believe agencies should increase or focus efforts to reduce corruption risks and vulnerabilities.

Here are the top findings from our latest perception reports.

Perception of political interference and concerns over councillor conduct

State government employees

Concerns associated with political interference emerged as a newly identified area of risk.



Employee quote:

'The influence on politicians from external forces (money, industry, lobby groups) pushes an agenda that is not in the interest of Victorians at large. This transforms into influence from politicians.'

Local government employees

Concerns associated with councillor conduct emerged as a newly identified area of risk.



Employee quote:

'Improper influence needs attention. A handful of councillors are very aware of their ethical obligations in this area however, some others know their way around it and work this to their advantage. The culture is such that staff are scared into giving councillors that what they want.'

Employees who rate favouritism and nepotism in recruitment and procurement as high risk



Public Sector employees



Local government employees



Employee quote:

'Nepotism and inaction are rife in my organisation. I think the nepotism is a result of being in a regional area where jobs are often not advertised but just have someone slotted in.'



IBAC tip:

IBAC provides a range a suggested control measures to reduce risk of corruption in [recruitment](#) and [procurement](#).

Employees who rate bullying as high risk



Public Sector employees



Local government employees



Employee quote:

'Bullying is common within the organisation and is often just swept under the carpet which includes failing to report.'



IBAC tip:

If you make a [public interest disclosure](#) about corruption or misconduct, you and your family are protected from bullying or reprisals

Employees who rate failure to declare or manage conflicts of interest as high risk



Public Sector employees



Local government employees



Employee quote:

'Suspect there are many government workers who have private businesses that are a conflict with their current role in the department.'



IBAC tip:

Public officers don't always understand what constitutes a conflict of interest or how to declare or manage them. Find out more in our [myth-busting fact sheet](#).

Business activities identified as being most vulnerable to potential corrupt conduct

Human resources



Public Sector employees



Local government employees

Procurement



Public Sector employees



Local government employees

Information and records management



Public Sector employees



Local government employees



Employee quote:

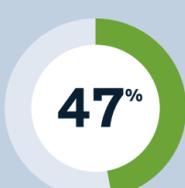
'Policies are irrelevant if they are not robust and can be audited. I would like the CEO to lead the introduction of an independent auditing mechanism for HR policies to ensure that all staff are protected from inappropriate behaviours and that recruitments are more scrutinised.'



IBAC tip:

Understand where your organisation is [vulnerable and how to build your resilience](#) to corruption.

Employees who agree their organisation would definitely treat reports of corruption and misconduct seriously



Public Sector employees



Local government employees



Employee quote:

'Workplace has held multiple info/seminars around the risk of fraud and corruption. Even small issues are met with strong guidelines on what is appropriate and correct.'



IBAC tip:

Anyone can [make a complaint](#) to IBAC about public sector corruption and misconduct.

Employees who rated their organisation's ethical culture as 'strong' or 'moderate'



Public Sector employees



Local government employees



Employee quote:

'We have invested significantly in this space over the past few years on the back of previous IBAC investigations.'



IBAC tip:

For ways to improve your workplace integrity culture, see our [Behaviours for organisational integrity](#).

Resources

- [Corruption and integrity: perceptions of Victorian local government employees](#)
- [Corruption and integrity: perceptions of Victorian public sector employees](#)
- [Behaviours for organisational integrity](#)
- [Conflicts of interest: myths, misconceptions and management](#)
- [Preventing corruption in procurement](#)
- [Building integrity during times of crisis or emergency for state and local government](#)
- [Unauthorised access and disclosure of information held by the Victorian public sector](#)
- [Unauthorised access and disclosure of information held by local government](#)
- [State government integrity frameworks review](#)
- [Local government integrity frameworks review](#)

For more information on corruption risks, trends and control measures, go to www.ibac.vic.gov.au