



Government of **Western Australia**
Department of **Mines, Industry Regulation and Safety**

Your ref [REDACTED]

Our ref [REDACTED]

Enquiries Rosemary Barrow
[REDACTED]
[REDACTED]

Mr M Hughes, MLA
Chair
Joint Standing Committee on the Corruption and Crime Commission
By Email: jscccc@parliament.wa.gov.au

Dear Mr Hughes

WHAT HAPPENS NEXT INQUIRY: RESPONSE TO REQUEST FOR INFORMATION

I am writing in response to your letter dated 24 August 2022 and provide the below information from the Department of Mines, Industry Regulation and Safety (DMIRS) to answer your queries and assist with your inquiry titled *What happens next? Beyond a finding of serious misconduct*.

Serious misconduct allegations – data from the last 5 financial years

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	Total
# Allegations	48	55	75	2	12	192
# Sustained Allegations	11	3	33	2	0	49

Sanctions and improvement actions that were imposed in relation to the above data include: warning/reprimand; reduction in level of classification; and/or termination.

One public officer included in the above data was charged with a criminal offence arising from their conduct.

Five public officers included in the above data resigned after an allegation was made or sustained and none received a redundancy payment.

The agency took action to recover money from the public officer on one occasion in the above data.

Example/s of when DMIRS made organisation or systemic changes, including cultural change, to prevent misconduct after a particular case of serious misconduct.

The Governance and Integrity Corporate Executive sub-committee (sub-committee) was established in October 2021 in response to the department's commitment to governance, integrity and effective fraud and corruption risk management. The purpose of the sub-committee is to allow for resource and knowledge sharing; accountability in ensuring continuous improvement; support for the ongoing maintenance and promotion of DMIRS' Governance and Integrity frameworks; and to provide a co-ordinated approach to promote and imbed a culture of integrity and fraud and corruption prevention across the department. The terms of reference for the sub-committee identify its role as to:

- (i) have oversight of DMIRS governance and integrity frameworks and related processes, policies and training providing a co-ordinated and aligned whole-of-department approach;
- (ii) progress and report on governance and integrity related actions;
- (iii) identify gaps in fraud and corruption prevention processes and strategies and recommend how these could be addressed; and
- (iv) develop and implement a communication plan that will assist in promoting good governance and a culture of integrity.

The sub-committee has met five times since its first meeting on 7 October 2021, and a range of topics and improvements have been progressed including (but not limited to) the creation of the DMIRS Corporate Governance Framework, the Ernst and Young (EY) Department of Communities: Housing Authority Review, analysing data trends, cyber security and communication strategies to remind staff of their responsibilities (e.g. gifts and benefits, inappropriate and unreasonable workplace behaviours).

A broader communication strategy has also included the creation of an "Integrity Matters" section on DMIRS Connect (the intranet). This section provides a range of static information and news items on integrity topics including (but not limited to) the Code of Conduct, conflicts of interest, fraud and corruption control, secondary employment, and how to report a breach. In line with this strategy, on 23 February 2022, DMIRS Corporate Executive considered a paper as part of the DMIRS Integrity Matters framework. The paper briefed Corporate Executive members, and advised them of two recent disciplinary matters that have been dealt with in relation to inappropriate behaviour and the access of official records retained by the department for a purpose unrelated to work. The paper's purpose was to continue integrity communications and build and strengthen the department's integrity culture. Information was provided to all staff via a Departmental Announcement (all staff email) on 31 March 2022, and a Newsflash on DMIRS Connect (the intranet) made available on 11 July 2022.

DMIRS is also in the preliminary stages of considering the Safe2Say app, an Integrity Reporting Platform powered by Crime Stoppers IP which, when implemented, would allow internal and external complainants to raise information they may have regarding misconduct or inappropriate behaviour to DMIRS in an anonymous environment should they choose to do so.

Example/s of the assistance the Corruption and Crime Commission and Public Sector Commissioner provided to your agency to prevent misconduct and address misconduct risks after a finding of serious misconduct, whether under the CCMA prevention of misconduct and education function, capacity development function or otherwise.

In March 2022, the Corruption and Crime Commission (CCC) held an agency liaison meeting with Julie De Jong, Deputy Director General Strategic Business Innovation; Marka Haasnoot, Executive Director Corporate Services; Rosemary Barrow, General Manager Human Resources; and Will Parada Ayala, Senior Internal Auditor. The CCC education team provided information to the above staff including talking through their role, contextualising the current environment and culture within the public sector, and answering questions.

DMIRS regularly liaises with officers of the Public Sector Commissioner (PSC) about ways to further strengthen integrity in the department. At the Governance and Integrity Corporate Executive sub-committee, dated 7 April 2022, PSC officers attended and presented further information regarding Public Interest Disclosure.

I trust this information will prove useful for the inquiry. Please contact Rosemary Barrow, General Manager Human Resources, on [REDACTED] for further information if required.

[REDACTED]

Richard Sellers
DIRECTOR GENERAL

6 October 2022