

A snapshot of our two-year program of audits **for the period 1 July 2021 to 30 June 2023**

## First year – Planned corruption prevention audits (2021–23)

1. MISUSE OF PUBLIC RESOURCES	2. DYNAMIC PREVENTION PROJECT	3. RECRUITMENT (PART A – SELECTION PROCESS)
<p>Public resources are intended to help employees carry out tasks associated with their work duties and provide efficient services to the community. They are not provided for the personal benefit of employees. Where such misuse becomes public knowledge, it has the potential to diminish trust in government as an efficient manager of public resources.</p> <p>Public agencies should not assume that employees will make sound judgements, particularly when their personal interests are at stake. The risk of misuse of public resources increases when employees are involved in secondary employment. Public agencies need to regularly raise staff awareness of this issue, by encouraging employees to explore conflicts of interest through the discussion of scenarios. Relevant policies need to be actively promoted.</p> <p><b>Scope of work</b> Examine a sample of allegations involving misuse of public resources and how public agencies are reducing the incidences of corruption. The audit will also use data analytics to detect fuel consumption fraud in local councils, where possible.</p> <p><b>Who are we auditing?</b> <b>Departments:</b> Education   Environment and Science   Queensland Police Service <b>Councils:</b> Bundaberg Regional   Ipswich City   Whitsunday Regional <b>GOC:</b> SunWater Limited <b>Data analytics:</b> Bundaberg Regional   Ipswich City</p> <p><b>Timing</b> July to December 2021</p>	<p>The CCC aims to conduct a dynamic corruption prevention activity each year. This work will be linked to our Corruption Strategic Intelligence and Investigation activities.</p> <p><b>Scope of work</b> The CCC will determine what it will undertake as part of a dynamic prevention audit. The scope of the work will be determined prior to the commencement date of this project.</p> <p><b>Who might we audit?</b> Agencies, scope of work and outputs may not be disclosed and published.</p> <p><b>Timing</b> September 2021 to March 2022</p>	<p>Corruption risks relating to nepotism and undue influence in recruitment processes will be examined.</p> <p>Corrupt conduct around recruitment and selection is a common issue identified in CCC investigations and by other integrity agencies. Undue influence in the recruitment process has also been identified as a key corruption risk by the CCC.</p> <p>Employing people, including family members, without a genuine merit-based process may affect productivity, lead to inefficient use of limited resources, and create a poor workplace culture.</p> <p>The CCC did a recruitment audit in 2017, and will build on that work to focus on some fundamental weaknesses that can enable and promote corruption within public agencies.</p> <p><b>Scope of work might be</b> Examine how well public agencies have responded to allegations of corruption, implemented policies and processes, and initiated awareness-raising and other prevention measures.</p> <p><b>Who might we audit?</b> <b>Department:</b> Regional Development, Manufacturing and Water <b>Councils:</b> Fraser Coast Regional   Cassowary Coast Regional <b>Statutory Authority:</b> Queensland Rural and Industry Development Authority <b>GOC:</b> Gladstone Ports Corporation <b>University:</b> Griffith University</p> <p><b>Timing</b> January to June 2022</p>

## Second year – Proposed corruption prevention audits (2022–23)

4. RECRUITMENT (PART B – EMPLOYMENT SCREENING)	5. COMPLAINT MANAGEMENT PRACTICES	6. DYNAMIC PREVENTION PROJECT
<p>Corruption risks arise when agencies do not conduct appropriate screening of employees.</p> <p>Inadequate employment screening (such as failing to verify applicants' claims about qualifications, work history, discipline and criminal histories, and conflicts of interest) can place a public agency at greater risk of corruption.</p> <p>An agency may have employment screening processes in place, but not consistently implement them, or processes may not be adequately designed to mitigate the risk of corruption.</p> <p><b>Scope of work might be</b> Examine the adequacy of employment screening policies and processes, monitoring activities, and design a best practice guide to help public agencies.</p> <p><b>Who might we audit?</b> <b>Department:</b> Regional Development, Manufacturing and Water <b>Councils:</b> Fraser Coast Regional   Cassowary Coast Regional <b>Statutory Authority:</b> Queensland Rural and Industry Development Authority <b>GOC:</b> Gladstone Ports Corporation <b>University:</b> Griffith University</p> <p><b>Timing</b> July to December 2022</p>	<p>People working for a public agency, members of the public and suppliers all have the right to make a complaint about corrupt conduct. They also expect investigators to investigate their complaints seriously and impartially. They expect decision-makers to ensure appropriate disciplinary outcomes proportionate to the seriousness of the subject officer's conduct, in order to build a corruption-resistant culture within the public agency.</p> <p>Enforcement is reliant on three fundamental approaches: detection (sometimes through complaints), management (investigations) and deterrence (through appropriate disciplinary outcomes to improve workplace culture).</p> <p>This audit will examine the efficacy of agencies' investigations, disciplinary decision-making and the extent to which agencies minimise the risk of reprisals against complainants during these processes.</p> <p><b>Scope of work might be</b> Examine how well public agencies have dealt with allegations of corruption, and consider whether policies adequately protect disclosers and the appropriateness of disciplinary outcomes.</p> <p><b>Who might we audit?</b> Selection of public agencies across government sectors.</p> <p><b>Timing</b> September 2022 to March 2023</p>	<p>The CCC aims to conduct a dynamic corruption prevention activity each year. This work will be linked to our Corruption Strategic Intelligence and Investigation activities.</p> <p><b>Scope of work</b> The CCC will determine what it will undertake as part of a dynamic prevention audit. The scope of the work will be determined prior to the commencement date of this project.</p> <p><b>Who might we audit?</b> Agencies, scope of work and outputs may not be disclosed and published.</p> <p><b>Timing</b> January to June 2023</p>