

Integrity Framework

2020

This publication has been compiled by Governance and Ethics, Human Resources, Department of Agriculture and Fisheries.

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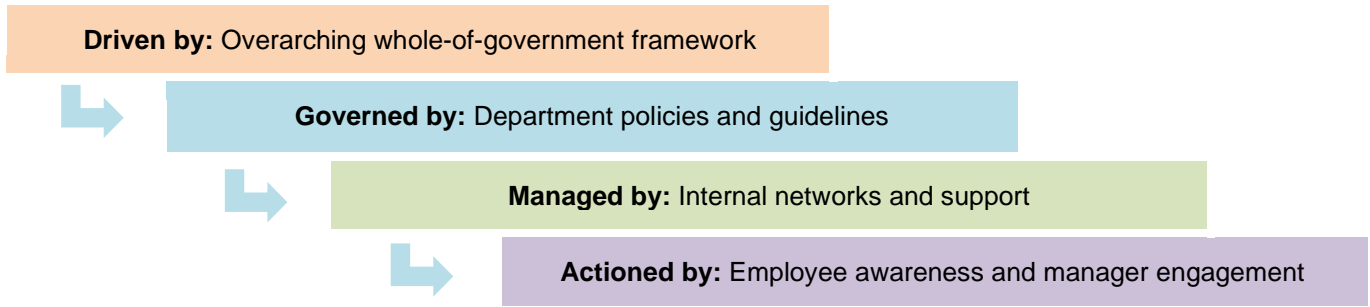
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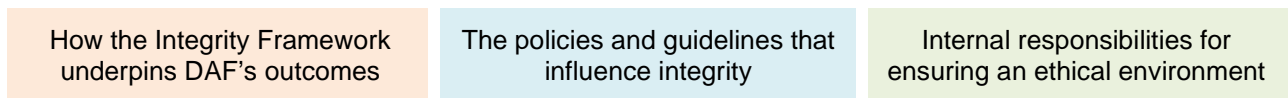
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Purpose

The Integrity Framework outlines the instruments, mechanisms and responsibilities that help the department deliver on its strategic and business plans, outcomes and values. The Integrity Framework is:



Our Integrity Framework supports a high level of honesty, objectivity, ethics and accountability by clearly demonstrating:



How the Integrity Framework underpins our outcomes

<p>Whole-of-government legislative and policy framework</p> <p>Legislation, directives, guidelines</p>
<p>Department policies and guidelines</p>
<p>Values</p> <p>As individuals and as a department we embed the Queensland public service values in the way we do business. Our values complement the Code of Conduct for the Queensland Public Service (the Code of Conduct), which outlines the ethical standards that guide our behaviour as public servants.</p> <p>We will act with integrity, upholding the highest professional standards, be transparent, flexible and professional in our approach and be accountable for our actions and ethical decisions. We have a zero tolerance approach to fraud, corruption and misconduct.</p>
<p>Strategic plan</p> <p>Our strategies include building our capability in areas such as governance, embedding the public service values and our expected behaviours through good leadership and management practices.</p> <p>Encouraging and responding positively to feedback and complaints, using the information to improve the way we work, minimising fraud, corruption and misconduct and making good, ethical decisions, underpins effective governance. Effective governance safeguards our corporate reputation, our ability to work with partners and effectively deliver for the Qld Government.</p>
<p>Performance and development agreements</p> <p>One of our strategic workforce plan key performance indicators is for staff to have Performance and Development Agreements (PDA) in place. PDA measures can include: ensuring staff are aware of their obligations under the Code of Conduct and undertake mandatory training, including ethical discussion topics in staff meeting agendas (at least quarterly), all Code of Conduct breaches are reported or actioned in accordance with legislative, policy and departmental requirements.</p>
<p>Service delivery</p> <p>Delivery of government products and services</p>

Integrity Framework in action

