

2.12 QW: How many employees were investigated for suspected breach of code of conduct last year? Please provide your answer broken down by job classification grade. How many of these employees are no longer employed by the bank? Please provide a job classification breakdown in your answer.

Answer

NAB's Code of Conduct details the standards of responsibility and ethical conduct required for every employee. Examples of a breach of the Code of Conduct can be relatively minor issues, such as being late for work or failing to provide a medical certificate, to more serious matters such as theft, fraud or workplace bullying. During 2015, NAB's Code of Conduct was enhanced to ensure that both the requirements of the policy for staff and the consequences for failing to comply were clearer for employees and managers (see Annexure E).

NAB has an Employee Conduct Management Policy (see Annexure F) which details how to manage a breach of the Code of Conduct and any associated disciplinary outcomes that may apply. NAB requests the Committee keep this Policy confidential.

Provided in this response in Annexure K is commercial-in-confidence data relating to the investigations undertaken by NAB's Workplace Relations department in the 2016 financial year. NAB requests the Committee keep this information confidential.