

Senate Community Affairs Legislation Committee

SUPPLEMENTARY BUDGET ESTIMATES - 20 OCTOBER 2011 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Code of Conduct breaches - inappropriate use of social media

Question reference number: HS 30

Senator: Fifield

Type of question: Hansard page 83

Date set by the committee for the return of answer: 9 December 2011

Number of pages: 1

Question:

Senator FIFIELD: I refer to an answer to a question on notice, HS10, which I placed. It was in relation to inappropriate use of social media by staff. The answer to the question on notice said:

Code of Conduct action has been taken in relation to the inappropriate use of social media against four staff members, with the following outcomes:

- one ... resigned before action was finalised;
- one ... had a reduction in classification;
- one ... had a five per cent reduction in salary imposed for 12 months; and
- one employee was issued with a reprimand.

Are you or your officers able to expand a little on what the nature of those breaches of the code of conduct was in relation to the use of social media?

Ms Campbell: I will just see whether we have someone here who is across those cases—also to ensure that in no way would anyone's privacy be breached by looking at that.

Senator FIFIELD: That is taken as read.

Ms Campbell: It does not appear that we have anyone with any detail here, but if there are any specifics we would be happy to take those on notice.

Answer:

Case	Type of Breach	Sanction Outcome
1	Unauthorised disclosure of information via facebook. The misconduct occurred out of work hours and outside the workplace.	Reduction in salary
2	Inappropriate comments were made by the employee on facebook. The misconduct occurred out of work hours and outside the workplace.	Reprimand
3	Inappropriate comments were made by the employee on facebook. The misconduct occurred out of work hours and outside the workplace.	Employee resigned
4	Inappropriate comments made by an employee to another employee via email. The misconduct occurred out of work hours and outside the workplace.	Reduction in salary