

Senate Standing Committee on Environment and Communications
Answers to Senate Estimates Questions on Notice
Supplementary Budget Estimates Hearings November 2014
Communications Portfolio
Australian Broadcasting Corporation

Question No: 622

Program No. Australian Broadcasting Corporation

Hansard Ref: In Writing

Topic: Departmental Staff Misconduct

Senator Ludwig asked:

Since Budget Estimates in June, 2014:

1. Please provide a copy of the departmental staff code of conduct.
2. Have there been any identified breaches of this code of conduct by departmental staff?
 1. If yes, list the breaches identified, broken by staffing classification level.
 2. If yes, what remedy was put in place to manage the breach? If no remedy has been put in place, why not?
 3. If yes, when was the breach identified? By whom? When was the Minister made aware?
 4. If yes, were there any legal ramifications for the department or staff member? Please detail.

Answer:

1. A copy of the current ABC Values and Standards of Behaviour document is attached. The Standards section of the document replaces what was known as the ABC Code of Conduct prior to August 2014.
2. Since Budget Estimates in June 2014, the following breaches of the Standards of Behaviour have been identified:

Breach of standard	Classification level	Remedy	When identified and by whom?	Minister made aware?	Legal ramifications
2.Work with professionalism, care & diligence 4.Treat colleagues and the public with respect & courtesy 5.Demonstrate ethical behaviour consistent with the best interests and good name of the ABC	Content Maker, Bd 5	Employee resigned before employment could be terminated	June 2014 by an ABC Contributor	No	No
3.Comply with any lawful and reasonable direction 9.Comply with all relevant legal and administrative requirements	Content Maker, Bd 7	Employee received a first warning	June 2014 by an ABC employee	No	No

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Note that misconduct by ABC employees is generally dealt with under the ABC Enterprise Agreement 2013 - 2016 or other relevant enterprise agreement, rather than under the Standards of Behaviour.

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ATTACHMENT

ABC VALUES AND STANDARDS

ABC employees are expected to demonstrate ABC Values and to conduct themselves in accordance with specified standards of behaviour. Those Values and Standards are outlined below. ABC employees must also comply with ABC policies.

Values

The ABC is an independent media organisation providing broadcasting and digital media services within and outside Australia.

Our Values are the foundation of our work. ABC employees are expected to demonstrate the following ABC Values:

Integrity

We act with trustworthiness, honesty and fairness. We deliver on our commitments and are accountable.

Respect

We treat our audiences and each other with consideration and dignity. We embrace diversity.

Collegiality

We work together willingly. We cooperate and share in the ABC's challenges and successes.

Innovation

We foster creativity and distinctiveness. We encourage new thinking and strive to achieve quality in all that we do

Standards

ABC employees must:

1. demonstrate ABC Values in all aspects of work
2. work and act with professionalism, care and diligence
3. comply with any lawful and reasonable direction given by a person in the ABC who has authority to give such a direction
4. treat colleagues and the public with respect and courtesy
5. demonstrate ethical behaviour consistent with the best interests and good name of the ABC
6. act in good faith, for a proper purpose and only use ABC resources and information for legitimate ABC purposes
7. advise the ABC of criminal charge or conviction which is related to or impacts on the employee's ability to perform the inherent requirements of their job
8. meet appropriate standards of personal hygiene and appearance and dress appropriately for the workplace and the tasks to be undertaken on any particular day
9. comply with all relevant legal and administrative requirements, including ABC Policies, Procedures, and its charter obligations.

Conduct or behaviour which does not meet these standards may constitute misconduct (including serious misconduct) and lead to disciplinary action, including termination of employment.