

Senate Committee: Education and Employment

**QUESTION ON NOTICE
Additional Estimates 2015 - 2016**

Outcome: Agency: AITSL

Department of Education and Training Question No. SQ16-000639

Senator Ludwig, Joe provided in writing

Also refer to previous hearing Question No. ED0506_15

AITSL: Departmental Staff Misconduct

Question

Since the change of Prime Minister on 14 September, 2015:

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?
 - (a) If yes, list the breaches identified, broken by staffing classification level.
 - (b) If yes, what remedy was put in place to manage the breach? If no remedy has been put in place, why not?
 - (c) If yes, when was the breach identified? By whom? When was the Minister made aware?
 - (d) If yes, were there any legal ramifications for the department or staff member? Please detail.

Answer

The Australian Institute for Teaching and School Leadership (AITSL) has provided the following response for the period 14 September 2015 to 10 February 2016:

1. AITSL has five values that underpin and guide its work for individuals and as an organisation. These values are:

<i>Excellence</i>	<i>We aim to be outstanding and consistently hold ourselves to high standards – a reputation for quality work, thinking and relationships</i>
<i>Ethical Behaviour</i>	<i>We act with integrity – a reputation for honesty, consistency, reliability, transparency, respect and equity</i>
<i>Engagement</i>	<i>We work with others to achieve the best outcome – a reputation for embracing diversity, partnerships, collaboration, consultation, teamwork and dialogue</i>
<i>Expertise</i>	<i>We grow our knowledge base and harness that of others – a reputation for internal expertise and drawing on an evidence base and the expertise of others, scholarship and thought leadership</i>
<i>Effectiveness</i>	<i>We focus our efforts on areas that will have an impact – reputation for credibility, making a valuable contribution and making a positive difference</i>

To ensure that behaviours that are consistent with and supportive of the law and that AITSL's values and desired culture are reinforced, a framework has been developed as part of the 'Managing Misconduct and Discipline policy' (attached).

2. No breaches of these values or misconduct have been identified.