

## **Senate Standing Committee on Education and Employment**

### **QUESTIONS ON NOTICE Additional Estimates 2015 - 2016**

**Agency - Fair Work Building and Construction**

**Department of Employment Question No. EMSQ16-000755**

**Senator Cameron provided in writing.**

#### **Question**

##### **FWBC - Professional Standards Unit - staff misconduct**

1. Has the Professional Standards Unit carried out any inquiries or investigations of alleged staff misconduct prior to a formal Code of Conduct investigation commencing?
  - a. If so, is the employee the subject of the prior investigation or inquiry informed of it?
  - b. If so, how long after the commencement of the prior investigation or inquiry is the employee informed and how is the employee informed?
  - c. If the employee is informed of the prior investigation or inquiry, are they informed of the alleged misconduct being investigated or inquired into and why?
  - d. If the employee is not informed of the prior investigation or investigation when it commences, why not?

#### **Answer**

1. Yes.
  - a. The decision to inform the relevant employee would be made on a case by case basis.
  - b. As above.
  - c. As above.
  - d. The advice may prejudice any subsequent forensic approach to questioning conducted during a Code of Conduct investigation.