

## QUESTION TAKEN ON NOTICE

### ADDITIONAL BUDGET ESTIMATES HEARINGS: 21 FEBRUARY 2011

#### IMMIGRATION AND CITIZENSHIP PORTFOLIO

#### **(199) Program 4.2: Onshore Detention Network**

Senator Cash asked:

From 1 July 2010 to date, how many staff employed by SERCO have been accused of inappropriate conduct and been subject to either internal or police investigation. How many were found to be guilty? What has happened to those staff?

*Answer:*

General behaviour of Serco staff is governed by their Code of Conduct which is consistent with similar codes which apply within the Public Service. Inappropriate conduct may include, but is not limited to, bullying or harassment, providing an unsafe or an insecure environment and not providing equal opportunities in the workplace.

Advice received from Serco indicates (for Serco employees, excluding subcontractors) that:

- (1) 73 Serco employees, across different immigration detention facilities, have been accused of inappropriate conduct. (Of these 73 allegations, 13 potentially impacted on clients.) All allegations were subject to internal investigation.
- (2) Police investigations have not been carried out in relation to any of the above incidents.
- (3) 45 allegations were found to be unsubstantiated, one allegation was withdrawn, four were settled between parties, 14 are still being investigated and two staff members had their employment terminated.
- (4) In cases where the allegations were substantiated, the concerned staff members were provided counselling.