

Australian Public Service Integrity System

The Commonwealth [integrity](#) system refers to the key individuals and frameworks that are responsible for integrity across the Commonwealth public sector. All parts of the integrity system are equally important, connected, interact with each other, and work together as parts of a larger whole.



2025 APS census result:

The culture in my agency supports people to act with integrity – 81% positive responses, up 5 percentage points on 2024 result.



Commonwealth Integrity Strategy

The [strategy](#) provides a framework for Commonwealth agencies and their partners to understand the integrity system, the vital role they play in it, and how they can focus their integrity-related efforts, thereby enhancing trust in the sector as a whole.



Strategic priority 1 Culture

Build integrity awareness, understanding, and capability.



Strategic priority 2 Systems

Embed integrity in the way we plan, engage and act.



Strategic priority 3 Accountability

Drive integrity accountability and transparency.

Agency legislative requirements

In addition to APS-wide legislative requirements, there can be agency-specific legislative requirements that influence an agency's approach to integrity.

Agency specific values

In addition to the [APS Values](#), many agencies have their own set of values to guide focus and behaviours.

Agency actions

Agency actions bring together an overview of a wide range of integrity initiatives spanning whole-of-APS, sourced from key publications.

Commonwealth agencies' responsibilities

APS agencies are responsible for managing integrity risks through robust systems and controls.

Agency leadership and commitment



Agency-level strategies, policies and tools

Agency integrity awareness, education and training

Agency Workforce

- APS employees
- Non-APS employees
- External members

Individual responsibilities

- APS Values
- APS Code of Conduct
- APS Employment Principles
- Speak up culture



Commonwealth Integrity Maturity Framework

Data and reporting

Integrity metrics

Strategic intent statement

The APS, as part of the Commonwealth public sector, [acts with the highest standards of integrity](#), foster a [pro integrity culture](#), is accountable and strengthens integrity in everything it does.

Enablers

Five key enablers underpin the Commonwealth public sector's ability to deliver the strategic priorities.

People

Leadership

Collaboration

Governance and oversight

Investment

Activities to embed integrity at a system, agency and individual level.

Integrity agencies' responsibilities

Over 20 [integrity agencies](#) operate under legislated mandates to promote, monitor, and enforce integrity across the Commonwealth public sector.

Information resources and guidance development

Integrity networks and interconnection

[Multiple integrity-related networks and groups](#) exist across the APS, with more listed in the [Commonwealth Integrity Strategy: Integrity Information and Resources](#).



Framework and policy development

Promote, monitor and enforce integrity

Information, resources and guidance

[Information, resources and guidance](#) offer practical guidance, promote collaboration, and enable information-sharing to help embed integrity into everyday practice across the APS.

Frameworks and policy



Frameworks and policy provide additional practical detail and help ensure consistent application of legislation.

Legislation



Legislative requirements define the rules and standards agencies, leaders, and officials must follow.

[Link](#) Denotes URL link to further information.

+ Denotes pop-out for further detail.

Denotes additional page of detail.

Intended outcomes

1

Leaders and public officials demonstrate high standards of integrity and ethical behaviour

2

Integrity risks and issues are understood, assessed, managed and prevented

3

Transparency and accountability of actions and decisions are improved

4

Public trust and confidence in the Commonwealth public sector are enhanced

Agency activities to embed integrity

Agency actions bring together an overview of a wide range of integrity initiatives spanning whole-of-APS, sourced from key publications.

Commonwealth Integrity Strategy – Current and recent initiatives

This section provides leaders and public officials with visibility of the range of initiatives to improve public sector integrity that have been recently delivered or are underway.

Leadership and culture

- [Secretaries Charter of Leadership Behaviours](#)
- [SES Performance Leadership Framework](#)
- [APS Commissioner's Directions 2022](#) – integrity training now mandatory
- [Practical guidance on building a speak up culture](#)
- [SES Integrity Masterclass](#)
- The role of the [Commissioner's representative](#) in SES recruitment
- [Secretaries Board](#) communiques and Terms of Reference
- [APS Integrity Community of Practice](#)
- APSC's [Strengthening Integrity in the APS](#) strategy
- The [Commonwealth Evaluation Policy](#)
- [Guidance for APS employees working in parliamentarians' offices](#)
- The [Anti-Discrimination and Human Rights Legislation Amendment \(Respect at Work\) Amendment Act 2022](#)

Misconduct, fraud and corruption

- The [National Anti-Corruption Commission \(NACC\)](#)
- [Strengthened whistleblower protections](#)
- [Counter Fraud Practitioner Training Program](#) and practical [guidance](#)
- [Commonwealth Fraud and Corruption Control Framework](#)
- Revised [Commonwealth Risk Management Policy](#)
- [Changes to the Public Service Act](#)
- The [Fraud Fusion Taskforce](#)
- [Better Practice Model for managing conflicts of interest](#) and [Guidance for managers](#)

Procurement, grants, and third-party suppliers

- Updated [Commonwealth Procurement Rules](#)
- [Commonwealth Supplier Code of Conduct](#)
- [Commonwealth Grants Rules and Principles 2024](#)
- The [Protective Security Policy Framework](#)

Administrative review and oversight

- The [Administrative Review Tribunal](#) (ART)
- The [Administrative Review Council](#)
- Strengthened powers of the [Commonwealth Ombudsman](#) and the [Tax Ombudsman](#)
- Statutory duty on all public officials to act in good faith and use their best endeavours to assist when engaging with the Ombudsman's offices

Adoption of new technologies

- Mandatory [policy for responsible use of AI in government](#) for non-corporate Commonwealth entities
- [Australia's AI Ethics Principles](#)
- [APS Artificial Intelligence Plan](#)
- [Automated decision-making reform](#)

Own motion recruitment reviews for the Merit Protection Commissioner

- Review of [merit-based](#) APS recruitment selection processes
- The MPC powers to conduct [own motion audits](#)

Government legal services

- The Australian Government Legal Service (AGLS) [General Counsel Charter](#)
- AGLS [Statement of expectations of Australian Government lawyers](#)
- [Integrity, Ethics and Culture Committee](#)
- [Practical ethics training](#) for Australian government lawyers

Transparency, accountability and measurement

- Australia's participation in the [Open Government Partnership](#)
- Priority Reform 3 of the [National Agreement on Closing the Gap](#)
- The [first Commonwealth Integrity Survey](#) results
- [Commonwealth Integrity Maturity Framework](#)
- Integrity questioning in the [APS Agency Survey](#)
- Psychological safety questioning in the [APS Employee Census](#)
- The [Lobbying Code of Conduct](#)

Louder than Words: An APS Integrity Action Plan

This [report](#) presents a strategic action plan to strengthen integrity across the APS. Developed by the APS Integrity Taskforce, it outlines cultural, systemic, and accountability reforms to build public trust, support ethical leadership, and embed integrity in everyday APS practice.

CULTURE

Build integrity awareness, understanding, and capability.

SES recruitment – Agency focus

- [SES recruitment guide](#) | Australian Public Service Commission
- [Circular 2025/06: The Commissioner's role in SES Recruitment](#) | Australian Public Service Commission

SES recruitment – Applicant focus

[SES Performance Leadership Framework](#)

SES performance discussions

Reward & recognition processes

Staff upholding APS Values

- [APS Values](#) | Australian Public Service Commission
- [APS Values and Code of Conduct in practice](#) | Australian Public Service Commission
- [Stewardship guidance](#) | Australian Public Service Commission

Promote ethical decision-making tools

- [The REFLECT model: a decision-making model for APS Values and Code of Conduct](#) | Australian Public Service Commission
- Ethical Decision-Making video via <https://www.youtube.com/watch?v=n0uwTBrgqxI>

Agency heads invest in leadership development

- [Secretaries Charter of Leadership Behaviours](#) | Australian Public Service Commission
- [Leadership Capabilities](#) | Australian Public Service Commission
- [CALD Inclusive Leadership Guidance](#) | Australian Public Service Commission
- [Leadership & Management](#) | Australian Public Service Academy

SYSTEMS

Embed integrity in the way we plan, engage and act.

Support to APS staff in ministers' offices

- [Parliamentary Workplace Support Service](#)
- [APS employees working in a parliamentarian's office – Guidance on applicable codes, standards and disciplinary frameworks](#) | Australian Public Service Commission
- [Parliamentarians and their staff: What the NACC means for you](#) | National Anti-Corruption Commission (NACC)

Legal risk management

Agencies identify head of legal

Reinforce centrality of lawfulness

Records management capacity & capability

- [Record keeping guidance materials](#) | Australian Public Service Academy

ACCOUNTABILITY

Drive integrity accountability and transparency.

Integrity maturity self-assessment

- [Commonwealth Integrity Maturity Framework](#) | National Anti-Corruption Commission (NACC)

- [Integrity Metrics Resource](#) | Australian Public Service Commission

Conflicts of interest management framework

- [Conflict of Interest: Better Practice Model](#)
- [Conflicts of interest and corrupt conduct: A guide for public officials](#) | National Anti-Corruption Commission (NACC)
- [Managing conflicts of interest and confidentiality with the non-government sector \(RMG 208\)](#) | Department of Finance

Integrity good practice guide

This [guide](#) brings together a sample of good practices to encourage the sharing and uptake of scalable ideas across the APS. It presents initiatives that can be readily implemented across the integrity 'lifecycle' of an agency, from strategy through to implementation, monitoring and evaluation. The emphasis is on integrity culture rather than pure compliance with integrity obligations.



- [Implement an integrity strategy](#)
- [Integrity champions and leadership](#)
- [An integrated approach to integrity](#)
- [A baseline of integrity knowledge](#)
- [Integrity rewards & recognition](#)
- [Integrity conversations & regular communications](#)
- [Integrity & ethics advice – Ethics Advisory Service](#)
- [Integrity reporting channels](#)
- [Integrity evaluation & oversight – Commonwealth Integrity Maturity Framework](#)
- [Integrity data – Integrity metrics resource](#)

Strengthening integrity in the APS

This [strategy](#) outlines the APSC's approach to administering the employment and integrity framework under the *Public Service Act 1999*. It aims to uplift integrity culture, capability and compliance across the APS through monitoring, assurance, and targeted support for agencies and leaders.



- Enhanced APSC engagement around employment & integrity practices & challenges
- Feedback system between emerging issues & new or updated APSC capability, promotional & guidance resources
- APS employment and integrity framework



Government response to the Robodebt Royal Commission

The [response](#) outlines reforms to prevent future failures in public administration. It commits to implementing all recommendations, focusing on restoring integrity, accountability, and human-centred service delivery across the APS-ensuring lasting change through legislative, cultural and systemic improvements. Implementation updates are published [here](#).

- Legislative change better defined in New Policy Proposals
- Include legal advice with New Policy Proposals
- Standard, specific language on legal risks in the NPP
- Reform of legislation & implementation of regulation (i.e. automation of govt. services)
- Establishment of a body to monitor & audit automated decision-making
- The Legal Services Directions 2017 should be reviewed & simplified
- Office of Legal Services Coordination (OLSC) to assist agencies with significant issues reporting
- The OLSC should issue guidance material on the obligations to consult on & disclose advice in clause 10 of the Legal Services Directions 2017
- Oversight of the legal services division for agency responses to own motion investigations by the Ombudsman
- Obligations on public servants – whole-of-service induction on essential knowledge
- Administrative Review Council – training and resources about the Cth. administrative law system

Australian Public Service (APS) Integrity System – Accessible Text Version

What this document is about

The Commonwealth [integrity](#) system is the set of people, laws, agencies, policies and processes that help ensure the Australian Public Service (APS) acts honestly, ethically and lawfully.

All parts of the system are connected and work together.

[2025 APS Census result](#)

81% of APS employees responded positively to the statement:

“The culture in my agency supports people to act with integrity.”

This was 5 percentage points higher than in 2024.

The 3 main parts of the integrity system

The original diagram is divided into 3 connected sections:

1. [Commonwealth Integrity Strategy](#)
2. Commonwealth agencies’ responsibilities
3. Integrity agencies’ responsibilities

1. Commonwealth Integrity Strategy

Purpose

The [Commonwealth Integrity Strategy](#) helps agencies and public officials understand:

- what integrity means
- their role in maintaining integrity
- how to improve trust in the public sector

The 3 strategic priorities

1. Culture

Build integrity awareness, understanding and capability.

2. Systems

Embed integrity into planning, engagement and decision-making.

3. Accountability

Improve accountability and transparency.

Strategic intent statement

The APS aims to:

- [act with the highest standards of integrity](#)
 - support a [pro-integrity culture](#)
 - remain accountable
 - strengthen integrity in everything it does
-

Key enablers

Five key enablers support the strategy:

- People
 - Leadership
 - Collaboration
 - Governance and oversight
 - Investment
-

[Integrity information and resources](#)

A supporting document provides:

- guidance
 - resources
 - integrity-related information for public officials and others working with government.
-

Activities to embed integrity

The strategy includes initiatives to:

- improve integrity-related obligations
- strengthen policy frameworks
- help agencies maintain up-to-date systems
- build stronger integrity practices across the APS

Strategy metrics

[Metrics](#) are used to measure progress and identify trends.

Intended outcomes

1. Leaders and staff demonstrate ethical behaviour
 2. Integrity risks are understood and managed
 3. Transparency and accountability improve
 4. Public trust in government increases
-

2. Commonwealth agencies' responsibilities

APS agencies are responsible for managing integrity risks through:

- systems
- controls
- policies
- oversight
- workplace culture

This includes:

- risk management
 - protective security
 - fraud control
 - grants administration
 - public interest disclosures
 - legal compliance
 - accountability and transparency
-

Agency legislative requirements

Agencies must follow APS-wide laws and sometimes additional agency-specific laws.

Key legislation includes:

- [Public Service Act 1999](#)
- [Australian Public Service Commissioner's Directions 2022](#)
- [Public Interest Disclosure Act 2013](#)

- [Public Governance, Performance and Accountability Act 2013](#)
 - [Privacy Act 1988](#)
 - [National Anti-Corruption Commission Act 2022](#)
 - [Commonwealth Grants Rules and Principles 2024](#)
 - [Freedom of Information Act 1982](#)
 - [Legal Services Directions 2025](#)
 - [Commonwealth Procurement Rules](#)
-

Agency-specific values

Many agencies have their own values in addition to [APS Values](#).

These guide behaviour and priorities.

Agency actions

Agency actions are based on major integrity publications including:

- [Commonwealth Integrity Strategy](#)
 - [Louder than Words: An APS Integrity Action Plan](#)
 - [Integrity Good Practice Guide](#)
 - [Strengthening Integrity in the APS](#)
 - [Government response to the Robodebt Royal Commission](#)
-

Agency leadership

Leaders are responsible for:

- workforce integrity
- lawful behaviour
- ethical conduct
- setting expectations
- creating safe workplaces

Leaders should:

- model integrity
- manage risks properly
- support staff

- encourage speaking up
 - respond to poor behaviour
-

Agency workforce

Agency workforces can include:

- APS employees
 - non-APS employees
 - contractors
 - consultants
 - labour hire workers
 - external members
-

Individual responsibilities

Everyone in the APS is expected to follow:

- [APS Values](#)
- [APS Code of Conduct](#)
- [APS Employment Principles](#)
- [speak up culture](#) expectations

Integrity is both:

- an individual responsibility
 - a shared responsibility
-

APS Values

The APS Values are:

- Impartial
- Committed to service
- Accountable
- Respectful
- Ethical
- Stewardship

These values help ensure public confidence in government.

Speak up culture

Speaking up is considered essential for integrity.

Employees should feel safe to:

- raise concerns
- report misconduct
- share ideas
- challenge wrongdoing

Agency Strategies, Policies and Tools

Agencies use strategies, policies and tools to:

- guide ethical behaviour
- manage integrity risks
- support training
- apply legislation properly

Situations where integrity risks increase

Integrity risks are higher when:

- workloads are high
- expectations are unclear
- leadership is weak
- morale is low
- workplace culture is poor
- agencies are newly created
- resources are limited
- decisions are influenced by outside interests
- deadlines are unreasonable

Integrity education and training

Training resources include:

- [APS Foundations: Integrity in the APS](#)

- [National Anti-Corruption Commission introduction module](#)
 - [SES Integrity Masterclass](#)
 - [Guide to Integrity Conversations](#)
 - [Integrity fact sheets](#)
-

Data and reporting

Integrity information is gathered through:

- [APS Census](#)
 - [APS Agency Survey](#)
 - [Commonwealth Integrity Survey](#)
 - [Trust in Australian Public Services Report](#)
 - [Integrity maturity self-assessments](#)
-

Integrity metrics

Agencies can measure integrity using:

- [Integrity Metrics Resource](#)
 - [Commonwealth Integrity Maturity Framework](#)
 - staff surveys
 - internal agency data
-

[Commonwealth Integrity Maturity Framework](#)

This framework helps agencies:

- design integrity systems
 - review effectiveness
 - match integrity controls to risks and agency context
-

3. Integrity agencies' responsibilities

More than 20 [integrity agencies](#) operate across the Commonwealth public sector.

They are responsible for:

- promoting integrity
- monitoring integrity

- enforcing integrity laws and standards

They also:

- provide oversight
 - create policies and frameworks
 - develop guidance and resources
 - support transparency and accountability
-

[Information, resources and guidance](#)

Integrity agencies provide practical guidance and support.

Examples include:

- [Building speak up culture in the APS](#)
 - [Stewardship guidance](#)
 - [Complaint Handling Better Practice Guide](#)
 - Conflict of Interest [better practice model](#) and [guidance](#)
 - [Record keeping guidance](#)
-

Frameworks and policy

Key frameworks include:

- [APS Values, Code of Conduct and Employment Principles](#)
 - [Commonwealth Fraud and Corruption Control Framework](#)
 - [Commonwealth Integrity Maturity Framework](#)
 - [Commonwealth Risk Management Policy](#)
 - [Protective Security Policy Framework](#)
 - [Australian Privacy Principles](#)
-

Integrity networks and collaboration

[Integrity-related groups](#) across the APS include:

- [Secretaries Board](#)
- [COO Committee](#)
- [Integrity Agencies Group](#)
- [APS Integrity Community of Practice](#)

- Additional [integrity groups](#)

These groups:

- share information
 - improve collaboration
 - share lessons learned
 - strengthen capability across government
-

Integrity agencies' main functions

Integrity agencies are responsible for:

- education
- prevention
- detection
- investigation
- responding to integrity issues

They also:

- develop frameworks and policy
 - create guidance and resources
-

Page 2 – Agency Activities to Embed Integrity

The second page lists initiatives and resources from major APS integrity publications.

Commonwealth Integrity Strategy — Current and recent initiatives

Leadership and culture

Examples include:

- [Secretaries Charter of Leadership Behaviours](#)
 - [SES Performance Leadership Framework](#)
 - [speak up culture guidance](#)
 - [SES Integrity Masterclass](#)
 - [Commonwealth Evaluation Policy](#)
-

Misconduct, fraud and corruption

Examples include:

- [National Anti-Corruption Commission](#) (NACC)
 - [stronger whistleblower protections](#)
 - fraud [training](#) and [guidance](#)
 - [Fraud Fusion Taskforce](#)
 - [Risk Management Policy](#) reforms
-

Procurement and grants

Examples include:

- updated [Procurement Rules](#)
 - [Supplier Code of Conduct](#)
 - [Grants Rules and Principles](#)
 - [Protective Security Policy Framework](#)
-

Administrative review and oversight

Examples include:

- [Administrative Review Tribunal](#)
 - [Administrative Review Council](#)
 - stronger [Commonwealth Ombudsman](#) powers
-

Technology and artificial intelligence

Examples include:

- [Artificial intelligence ethics principles](#)
 - [APS Artificial Intelligence Plan](#)
 - [automated decision-making reforms](#)
-

Government legal services

Examples include:

- [General Counsel Charter](#)
- [ethics training](#) for government lawyers

- [Integrity, Ethics and Culture Committee](#)
-

Transparency and accountability

Examples include:

- Australia's participation in the [Open Government Partnership](#)
 - [Commonwealth Integrity Survey results](#)
 - psychological safety questions in [APS Agency Survey](#)
 - [Lobbying Code of Conduct](#)
-

Louder than Words: APS Integrity Action Plan

This [report](#) focuses on:

- ethical leadership
- public trust
- cultural reform
- accountability
- embedding integrity into everyday work

It includes actions relating to:

- [SES recruitment](#)
 - staff recognition
 - ethical decision-making
 - [leadership development](#)
 - legal risk management
 - [records management](#)
 - [conflict of interest management](#)
-

Integrity Good Practice Guide

This [guide](#) promotes practical integrity ideas across the APS.

Examples include:

- [integrity strategies](#)
- [integrity champions](#)
- [ethics advice services](#)

- [reporting channels](#)
 - [integrity communications](#)
 - integrity [data](#) and [evaluation](#)
-

Strengthening Integrity in the APS

This [strategy](#) explains how the Australian Public Service Commission supports:

- integrity culture
 - compliance
 - capability
 - agency monitoring
 - integrity guidance
-

[Government Response to the Robodebt Royal Commission](#)

The government committed to reforms to improve:

- accountability
- lawful decision-making
- transparency
- service delivery
- oversight

Key reforms include:

- clearer legal advice requirements
 - stronger administrative law systems
 - improved oversight of automated decision-making
 - stronger obligations for public servants
 - reforms to Legal Services Directions
-

Simple Summary

The APS Integrity System is designed to:

- help public servants act ethically
- prevent corruption and misconduct
- improve accountability

- build public trust
- support safe reporting of concerns
- strengthen leadership and workplace culture

It combines:

- laws
- policies
- training
- leadership
- oversight agencies
- reporting systems
- integrity frameworks

All parts are intended to work together across the Australian Government.

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2. Systems

Embed integrity into planning, engagement and decision-making.

3. Accountability

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Strategic intent statement

The APS aims to:

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 - support a [pro-integrity culture](#)
 - remain accountable
 - strengthen integrity in everything it does
-

Key enablers

Five key enablers support the strategy:

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 - Investment
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[Integrity information and resources](#)

A supporting document provides:

- guidance
 - resources
 - integrity-related information for public officials and others working with government.
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Activities to embed integrity

The strategy includes initiatives to:

- improve integrity-related obligations
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[Agency Strategies, Policies and Tools](#)

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- manage integrity risks
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- apply legislation properly

[Situations where integrity risks increase](#)

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[Integrity education and training](#)

Training resources include:

- [APS Foundations: Integrity in the APS](#)

- [National Anti-Corruption Commission introduction module](#)
 - [SES Integrity Masterclass](#)
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 - [Integrity fact sheets](#)
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Integrity metrics

Agencies can measure integrity using:

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 - [Commonwealth Integrity Maturity Framework](#)
 - staff surveys
 - internal agency data
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[Commonwealth Integrity Maturity Framework](#)

This framework helps agencies:

- design integrity systems
 - review effectiveness
 - match integrity controls to risks and agency context
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3. Integrity agencies' responsibilities

More than 20 [integrity agencies](#) operate across the Commonwealth public sector.

They are responsible for:

- promoting integrity
- monitoring integrity

- enforcing integrity laws and standards

They also:

- provide oversight
 - create policies and frameworks
 - develop guidance and resources
 - support transparency and accountability
-

[Information, resources and guidance](#)

Integrity agencies provide practical guidance and support.

Examples include:

- [Building speak up culture in the APS](#)
 - [Stewardship guidance](#)
 - [Complaint Handling Better Practice Guide](#)
 - Conflict of Interest [better practice model](#) and [guidance](#)
 - [Record keeping guidance](#)
-

Frameworks and policy

Key frameworks include:

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Integrity networks and collaboration

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- Additional [integrity groups](#)

These groups:

- share information
 - improve collaboration
 - share lessons learned
 - strengthen capability across government
-

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-

Procurement and grants

Examples include:

- updated [Procurement Rules](#)
 - [Supplier Code of Conduct](#)
 - [Grants Rules and Principles](#)
 - [Protective Security Policy Framework](#)
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Administrative review and oversight

Examples include:

- [Administrative Review Tribunal](#)
 - [Administrative Review Council](#)
 - stronger [Commonwealth Ombudsman](#) powers
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Technology and artificial intelligence

Examples include:

- [Artificial intelligence ethics principles](#)
 - [APS Artificial Intelligence Plan](#)
 - [automated decision-making reforms](#)
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Government legal services

Examples include:

- [General Counsel Charter](#)
- [ethics training](#) for government lawyers

- [Integrity, Ethics and Culture Committee](#)
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Transparency and accountability

Examples include:

- Australia's participation in the [Open Government Partnership](#)
 - [Commonwealth Integrity Survey results](#)
 - psychological safety questions in [APS Agency Survey](#)
 - [Lobbying Code of Conduct](#)
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Louder than Words: APS Integrity Action Plan

This [report](#) focuses on:

- ethical leadership
- public trust
- cultural reform
- accountability
- embedding integrity into everyday work

It includes actions relating to:

- [SES recruitment](#)
 - staff recognition
 - ethical decision-making
 - [leadership development](#)
 - legal risk management
 - [records management](#)
 - [conflict of interest management](#)
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Integrity Good Practice Guide

This [guide](#) promotes practical integrity ideas across the APS.

Examples include:

- [integrity strategies](#)
- [integrity champions](#)
- [ethics advice services](#)

- [reporting channels](#)
 - [integrity communications](#)
 - integrity [data](#) and [evaluation](#)
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Strengthening Integrity in the APS

This [strategy](#) explains how the Australian Public Service Commission supports:

- integrity culture
 - compliance
 - capability
 - agency monitoring
 - integrity guidance
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[Government Response to the Robodebt Royal Commission](#)

The government committed to reforms to improve:

- accountability
- lawful decision-making
- transparency
- service delivery
- oversight

Key reforms include:

- clearer legal advice requirements
 - stronger administrative law systems
 - improved oversight of automated decision-making
 - stronger obligations for public servants
 - reforms to Legal Services Directions
-

Simple Summary

The APS Integrity System is designed to:

- help public servants act ethically
- prevent corruption and misconduct
- improve accountability

- build public trust
- support safe reporting of concerns
- strengthen leadership and workplace culture

It combines:

- laws
- policies
- training
- leadership
- oversight agencies
- reporting systems
- integrity frameworks

All parts are intended to work together across the Australian Government.