

INTEGRITY COMMISSION TASMANIA – STRATEGIC PLAN 2026-29



Vision – To promote and enhance standards of ethical conduct by public officers (*Integrity Commission Act 2009*)

Purpose – Why we do what we do		Objectives – What we do	
• Improve the standard of public sector conduct, propriety and ethics • Enhance community confidence that misconduct is appropriately managed and investigated • Promote a culture of integrity through education, preventative measures and advice		• Educate public officers and the public about integrity • Deal with allegations of misconduct by public officers • Assist public authorities to deal with misconduct • Make findings and recommendations arising from misconduct investigations and inquiries	
Values			
Accountability		Respect	Collaboration
Critical priorities and focus areas	Strategic priorities and major deliverables		
Critical Priorities • Implement reforms from amendments to the Integrity Commission Act 2009, including mandatory notifications • Review and update risk management framework • Internal governance review	• Investigate allegations of misconduct for impact and change • Strategic and proactive approach to oversight and compliance	• Refresh the education and engagement strategy	• Review and update the risk management framework • Conduct internal governance review • Contemporary fit-for-purpose staff performance and development program
	• Investigate misconduct allegations to achieve systemic, lasting changes in the public sector and to build public awareness • Early, ongoing engagement and prompt follow-up on notifications and referrals • Intelligence-led approach to key stakeholder liaison and matter briefings on trends, risks and opportunities	• Engage strategically with stakeholder agencies and build consensus at the top, including training senior leaders • Give stakeholder organisations the tools they need to implement new practices • Roll out the Communications Strategy 2026-2029	• Review and update the risk and management framework to ensure it is contemporary, robust, and aligned with strategic and operational risks • Conduct a comprehensive internal governance review to strengthen decision-making, accountability, and assurance mechanisms • Design and implement a modern staff performance and development program that supports capability building, workforce wellbeing, and high performance linked to the strategic plan and performance measures
Focus Areas • Efficiency and productivity • Proactive, early and ongoing engagement • Staff professional development • Staff performance, organisational culture and collaboration	Performance measures		
	• Implement new operating model for oversight and compliance by 31 October 2026 • 100% of significant, sensitive and high-risk notifications and referrals with a documented engagement and follow-up plan within 15 working days • 30% of completed investigations lead to education and training to improve public sector awareness and/or capability • 50% of completed investigations result in documented action by the relevant public authority to address identified misconduct risks and systemic gaps • At least 3 new strategic intelligence initiatives developed per year • At least 6 stakeholder briefings conducted per year on trends, risks and opportunities	• Improved ethical capability in the Tasmanian public sector	• Improved organisational resilience and risk maturity • Clear, transparent and effective governance structures • A capable, engaged and well-supported workforce aligned to organisational objectives