2025–26

Integrity Commission Annual Report

Integrity Commission Tasmania

Essential to ensuring trust in Government

This report and further information about the Commission is available at www.integrity.tas.gov.au

ISSN: 2204-6119 (electronic copy)

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We acknowledge and pay our respects to Tasmanian Aboriginal people as the traditional owners of the land upon which we work.

Letters of Transmittal

Letter to the presiding officers

President of the Legislative Council
Speaker of the House of Assembly

Dear Mr President
Dear Speaker

Annual report for 1 July 2025 to 30 June 2026

In accordance with section 11(1) of the *Integrity Commission Act 2009* (Tas), we are pleased to present the *Integrity Commission Annual Report 2025-26* to Parliament. The report outlines the Commission's finances and business activities for the year ending 30 June 2026.

Yours sincerely,

CHIEF COMMISSIONER
Robert Hay KC

29 October 2026

CHIEF EXECUTIVE OFFICER
Ellen McKenzie

29 October 2026

Letter to the Minister for Justice

Hon Guy Barnett MP

ATTORNEY-GENERAL
MINISTER FOR JUSTICE

Dear Minister

Annual report for 1 July 2025 to 30 June 2026

In accordance with section 36 of the *State Service Act 2000* (Tas) and section 26 of the *Financial Management and Audit Act 1990* (Tas), I am pleased to present the *Integrity Commission Annual Report 2025-26* for the year ending 30 June 2026.

Yours sincerely,

CHIEF EXECUTIVE OFFICER
Ellen McKenzie

29 October 2026

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Foreword

It is our pleasure to present the Integrity Commission's Annual Report for 2025–26.

This year has been one of transition, strategic progress, and organisational renewal. While continuing to undertake our core functions of misconduct prevention, complaint handling, oversight and investigation, we have also taken important steps to strengthen the Commission's capability and position it for the future.

A significant milestone during the year was the commencement of a new Chief Commissioner and the appointment of a new Board member. We acknowledge the outstanding contribution of former Chief Commissioner Greg Melick AO KC. Over a decade of service, Greg's leadership, expertise, and commitment to integrity were instrumental in strengthening ethical capability across Tasmania's public sector and establishing the Commission as a trusted and respected integrity institution. His legacy will continue to guide our work for years to come.

Throughout the year, we advanced a comprehensive strategic planning process that reinforced our commitment to a contemporary, responsive, and intelligence-led approach to integrity. This work informed organisational changes, including the restructure of our Education and Engagement and Corporate Services functions, designed to improve coordination, strengthen strategic alignment, and enhance the delivery of our services.

Building ethical capability across the public sector remains central to our work. Through training, guidance, and engagement activities, we continued to support public officers to make sound ethical decisions and act in the public interest. We expanded our engagement with stakeholders, introduced new training initiatives for senior leaders, and enhanced our systems to monitor stakeholder engagement, enabling us to target our activities more effectively.

Our Oversight and Compliance function also continued to evolve. We adopted a more practical and collaborative approach, engaging more closely with public authorities to strengthen misconduct management practices, share insights, and support accountability across the sector. This work complements our complaint handling and investigative functions, helping to identify emerging risks and promote continuous improvement.

Legislative reform remained a key focus during the year. The Commission contributed practical insight to reform discussions aimed at strengthening Tasmania's integrity framework. This included advocacy for mandatory notification provisions, which would enhance our ability to identify, monitor, and respond to serious misconduct risks across the public sector.

We continued to strengthen our Police Oversight program. Oversight of police misconduct is an important statutory responsibility, and during the year we progressed work towards a long-term framework that will support transparency, accountability, and public confidence in police misconduct processes.

The Commission's relationship with Parliament remains fundamental to our accountability and independence. We remain hopeful that progress will be made towards establishing a Parliamentary Privilege Protocol in the next year.

Public confidence in institutions depends upon ethical conduct, transparency, accountability, and decision-making in the public interest. Our staff, Board members, and stakeholders play a vital role in advancing these values, and we thank them for their professionalism, commitment, and support throughout the year.

As we look ahead, we remain focused on strengthening integrity across Tasmania's public sector and building a culture in which ethical conduct and public trust continue to thrive.

CHIEF COMMISSIONER
Robert Hay KC

CHIEF EXECUTIVE OFFICER
Ellen McKenzie

Snapshot

209	Misconduct complaints received
72	Notifications of misconduct received from public authorities
11	Assessments and 2 complaint investigations completed
85	Stakeholder engagement meetings conducted
5	Ongoing investigations were carried over, including 3 own motion investigations
50	Alleged misconduct matters referred to public authorities for action
8	Occasions when statutory powers of investigation were used
2	Public reports released in the public interest
503	Public officers and elected representatives from 11 public authorities engaged in integrity training and education
364	Participants from 20 public authorities completed the self-paced online *Integrity in Public Service* module
36	Misconduct awareness and prevention workshops and presentations conducted

SECTION 01

About the Commission

The Commission is an independent state authority entrusted by the Tasmanian community to foster and support an ethical and responsible public sector.

The Integrity Commission (the Commission, we, our) is an independent statutory authority established in 2010 by the *Integrity Commission Act 2009* (Tas) (the Act).

Under the Act, our objectives are to:

- improve the standard of conduct, propriety and ethics in public authorities in Tasmania
- enhance public confidence that misconduct by public officers will be appropriately investigated and dealt with, and
- enhance the quality of, and commitment to, ethical conduct by adopting a strong educative, preventative and advisory role.

We do this by:

- educating public officers and the public about integrity
- assisting public authorities to deal with misconduct
- dealing with allegations of serious misconduct or misconduct by designated public officers, and
- making findings and recommendations in relation to investigations.

Our goals and strategies, as outlined in our most recent Strategic Plan, are aligned with the objectives, functions and powers in the Act.

Our Values

Our statement of values recognises the behaviours that are most important to us as an organisation:

RESPECT

ACCOUNTABILITY

PROFESSIONALISM

COLLABORATION

TRUST

The values underpin our guiding statement:

The Integrity Commission always acts independently and in the public interest.

We strive to be a positive influence and an agent for change within the public sector.

Governance

The Act establishes the offices of the Chief Commissioner and Chief Executive Officer. These roles have wide-ranging responsibilities and set our strategic and operational directions.

CHIEF COMMISSIONER

Robert Hay KC

Robert Hay KC commenced as Chief Commissioner on 11 November 2025. Robert holds Bachelor of Arts and Bachelor of Laws (Honours) degrees from the University of Tasmania. He began his professional journey in journalism with *The Mercury* in 1979 before transitioning to legal practice in Melbourne in 1987. He joined the Victorian Bar in 1992 and was appointed Queen's Counsel (now King's Counsel) in 2014. His primary area of expertise lies in commercial law.

Robert's work as advocate has entailed appearances in the High Court of Australia, the Victorian Court of Appeal, the Victorian Supreme Court, the Victorian County Court, the Federal Court of Australia and the Victorian Civil and Administrative Tribunal. Robert's clients have included the Commonwealth of Australia and Victorian Government. Robert is a co-author of several legal texts, and he regularly delivers seminars to members of the legal profession.

CHIEF COMMISSIONER

Greg Melick, AO KC

Greg Melick chaired the Board of the Integrity Commission until 16 August 2025. Greg practises as a barrister and mediator in jurisdictions in both criminal and civil matters and holds several concurrent positions, including Special Investigator for Cricket Australia.

He is a former Principal Crown Counsel and Statutory Member of the National Crime Authority and the New South Wales Casino Control Authority. Greg also served as a Major General in the Australian Defence Force.

Board of the Commission

The role of the Board is set out in the Act. The Board comprises the Chief Commissioner as Chair and 3 appointed members. It ensures that the Commission performs its functions appropriately and exercises its powers in accordance with the objectives of the Act.

Gary Arnold

Gary brings more than four decades of leadership experience in local government, having held senior executive positions across councils in Tasmania, Victoria, and New South Wales. Notably, he served as General Manager of Kingborough Council from 2014 to 2024.

Gary holds a Master of Business Administration, a Master of Arts in Town Planning, and a Bachelor of Arts in Urban Studies. He is a graduate of the Australian Institute of Company Directors, a Fellow of both Local Government Professionals Australia and the Institute of Managers and Leaders, and a member of the Planning Institute of Australia.

Phil Foulston

Former Director and member of the executive of the Department of Premier and Cabinet, Phil Foulston worked in the public sector for almost 30 years. He has substantial experience as a senior administrator, adviser and manager within a policy and regulatory framework in the complex political, social and organisational environment of a central government agency.

His key responsibilities included the machinery of government, constitutional administration, general governance, and corporate services. Before joining the public sector, he was a human resource management practitioner in the UK aluminium industry. He has a Bachelor of Science with Honours from the University of Tasmania.

Glenn Frame

Glenn had a 41-year career with Tasmania Police attaining the rank of Assistant Commissioner. He has undertaken varied roles including internal investigations, both within Tasmania and New South Wales, and was instrumental in reforming the complaint and corruption framework for the Department of Police Fire and Emergency Management (DPFEM). He brings a strong investigative background along with a thorough knowledge of the Department of Police, Fire and Emergency Management. He is the recipient of several awards including the Australian Police Medal.

Chief Executive Officer

CHIEF EXECUTIVE OFFICER

Ellen McKenzie

Ellen McKenzie practised for thirty-two years as a lawyer in New South Wales. Early in her career Ellen worked for the Commonwealth Director of Public Prosecutions where she occupied several senior management and legal roles. Ellen later joined Professional Standards at the Law Society of NSW, most recently serving as Deputy Director, Litigation and External Intervention, directing the conduct of legal disciplinary litigation and delivering legal education.

Ellen has extensive experience in process development and improvement to support efficient practice management. Ellen was a long serving member of the Ethics Committee of the Law Society of NSW. She holds degrees of Bachelor of Arts (Honours), Bachelor of Laws (Honours) and Master of Philosophy (Italian) from the University of Sydney.

Board meeting attendance

TABLE 1. BOARD MEETING ATTENDANCE

MEETING DATES	ATTENDEES	ABSENT
2025		
13 August 2025	Greg Melick, Phil Foulston , Glenn Frame	Nil
10 December 2025	Robert Hay KC, Gary Arnold, Phil Foulston, Glenn Frame	Nil
2026		
11 February 2026	Robert Hay KC, Gary Arnold, Phil Foulston, Glenn Frame	Nil
1 April 2026	Robert Hay KC, Gary Arnold, Phil Foulston, Glenn Frame	Nil
17 June 2026	Robert Hay KC, Gary Arnold, Phil Foulston	Glenn Frame (apology)

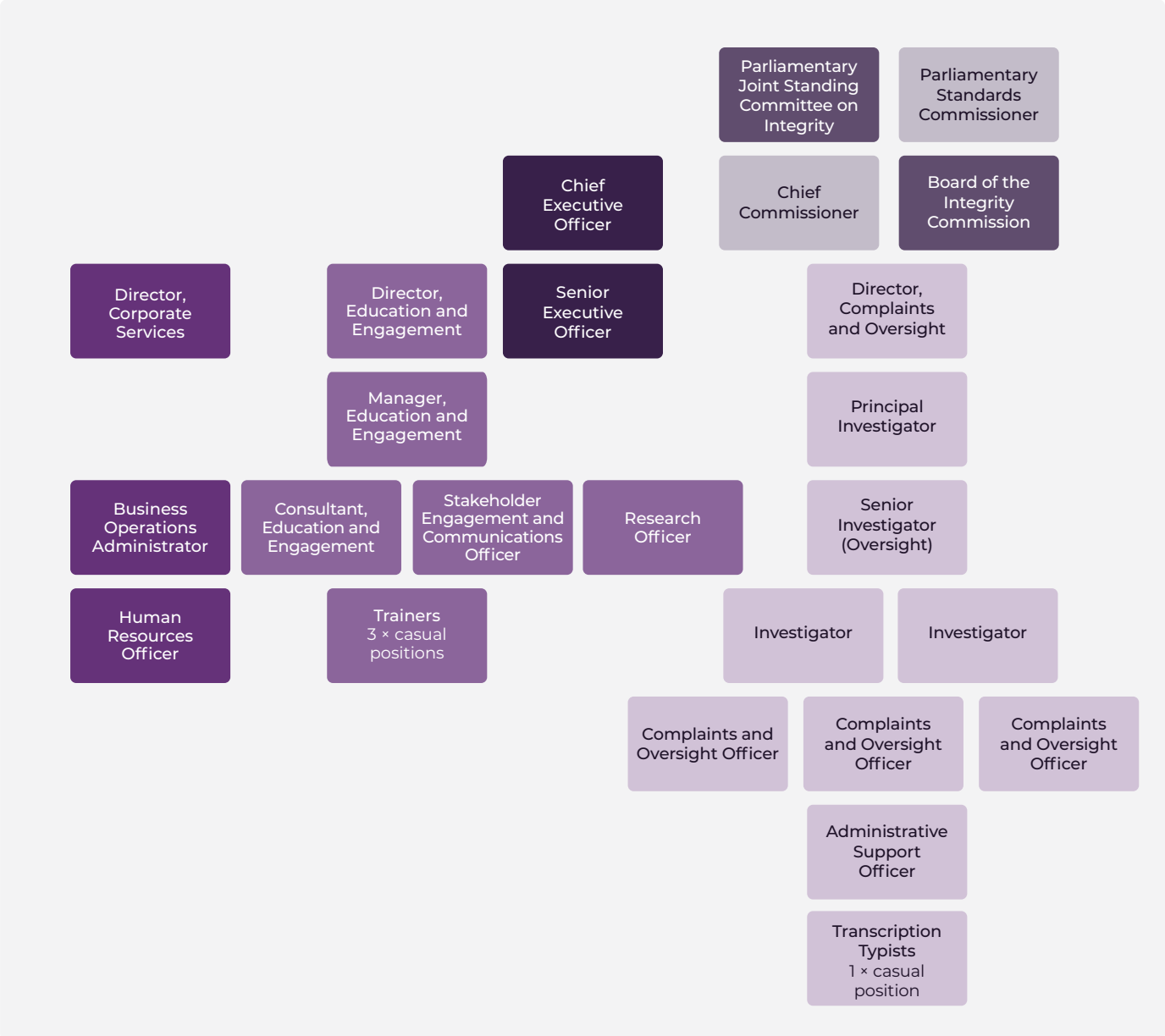
Our Structure

ORGANISATION CHART

Figure 1 shows our structure as at 30 June 2026. It includes the Parliamentary Joint Standing Committee on Integrity (Joint Committee) and the independent statutory office of the Parliamentary Standards Commissioner, both of which are established by the Act.

We employ casual employees to deliver training and to transcribe audio recordings of interviews.

FIGURE 1. ORGANISATION CHART AT 30 JUNE 2026



Business Units

We have 3 business units: Education and Engagement; Complaints and Oversight; and Corporate Services. As a small organisation, we work with a high degree of cross-team collaboration.

EDUCATION AND ENGAGEMENT

The Education and Engagement Unit supports the Commission's prevention function by building ethical capability across the Tasmanian public sector. It achieves this through training, guidance, communication, and data insights.

COMPLAINTS AND OVERSIGHT

The Complaint and Oversight Unit is responsible for our complaint handling, oversight and compliance, and investigative functions. It handles all allegations of public sector misconduct; conducts own-motion investigations, as directed by the Board; and manages our police oversight program.

CORPORATE SERVICES

The Corporate Services Unit oversees the management and continuous improvement of our business practices. This includes managing our budget, financial reporting, information and records, asset management, and providing secretariat support to the Executive.

Relationship with Parliament

We operate independently of Government. We do not receive direction from any Minister or other public authority. Under the Act, we are accountable to the Parliament of Tasmania through the Joint Standing Committee on Integrity (Joint Committee).

JOINT STANDING COMMITTEE ON INTEGRITY

The Joint Committee is established pursuant to section 23(1) of the Act. Its role involves monitoring, reviewing and reporting upon the functions and matters relevant to the performance of integrity entities in Tasmania, including the Commission.

The Joint Committee consists of 6 members of Parliament, 3 each from the Legislative Council and House of Assembly.

As at 30 June 2026, the membership of the Joint Committee was:

Legislative Council

- Hon Rosemary Armitage MLC (Chair)
- Hon Cassy O'Connor MLC
- Hon Meg Webb MLC (Deputy Chair)

House of Assembly

- Mr Michael Ferguson MP
- Mr Peter George MP
- Ms Ella Haddad MP

We met with the Joint Committee twice during the reporting period, in accordance with our inter-agency protocol.

OFFICE OF THE PARLIAMENTARY STANDARDS COMMISSIONER

The Office of the Parliamentary Standards Commissioner is a statutory office established under the Act. The Commissioner operates independently of the Commission and provides advice on conduct, propriety and ethics to members of Parliament and to us.

The Hon Sue Smith AM was appointed Parliamentary Standards Commissioner on 20 September 2021 for a 5-year term.

SECTION 02

Building Ethical Capability

We work with public authorities to build integrity and prevent misconduct. We do this through training, communication, advice, and data insights.

The Education and Engagement Unit supports the Commission's misconduct prevention function by building ethical capability across the Tasmanian public sector.

During the year, we completed a re-structure, aimed at streamlining our functions. While the new structure resulted in a small reduction in headcount, it has led to more opportunities for coordination and collaboration.

TRAINING DELIVERY

We continued to deliver a broad range of training, including an important new module.

'Ethical Decision-Making for Senior Leaders' is designed to support senior leaders to exercise sound, defensible judgment under pressure and to lead visibly with integrity. This module's objective is to strengthen participants' ability to apply sound judgment under pressure, successfully navigate and manage conflicts of interest, and foster a pro-integrity culture.

Our online foundational module (*Integrity in Public Service,* or *IPS*) continues to provide a solid basis for the delivery of more detailed in-person training. We are pleased that the number of completions has increased during the year. We have commenced planning to refresh elements of the module so that it remains contemporary and relevant.

We welcome the engagement of Justices of the Peace (JPs) in this module. A dedicated stream was developed specifically to support JPs in their important role serving the Tasmanian community. We appreciate their commitment to integrity in public service and look forward to continued engagement.

TABLE 2. ONLINE MODULE COMPLETIONS BY SECTOR (PARTICIPANTS)

	2025-26	2024-25	2023-24
Tasmanian State Service	**245**	131	75
Tasmania Police	**3**	1	0
Local Government	**73**	125	91
Government business enterprise	**14**	11	34
Statutory officer holder/ appointed authority	**1**	0	0
State-owned company	**27**	16	51
University of Tasmania	**1**	0	0
Parliament	**0**	0	0
Total	**364**	**284**	**251**

We delivered 36 training sessions, reaching 503 public officers from 11 public authorities across the State.

TABLE 3. TRAINING DELIVERY (TOTALS)

	2025-26	2024-25	2023-24
Total sessions	**36**	33	31
Total public authorities	**11**	10	12
Total participants	**503**	**529**	**921**

TABLE 4. TRAINING DELIVERY BY REGION (SESSIONS)

	2025-26	2024-25	2023-24
North	**7**	4	6
North-West	**0**	7	4
South	**28**	21	45
Live and online	**1**	1	6
Total	**36**	**33**	**61**

TABLE 5. TRAINING DELIVERY BY SECTOR (PARTICIPANTS)

	2025-26	2024-25	2023-24
Tasmanian State Service	**271**	204	636
Tasmania Police	**111**	118	102
Local Government	**42**	141	33
Government business enterprise	**0**	0	25
Statutory office holder/ appointed authority	**0**	0	0
State-owned company	**0**	0	16
University of Tasmania	**0**	0	0
Parliament	**20**	2	22
Whole jurisdiction[1]	**59**	64	87
Not in jurisdiction	**0**	0	0
Total	**503**	**529**	**921**

2027 BIENNIAL LEADERSHIP FORUM

Complementing the development and rollout of training for senior leaders, we commenced planning for our inaugural biennial Leadership Forum to be held in April 2027.

The Forum will bring together senior executives from the Tasmanian public sector to reflect on, and engage with, the leadership responsibilities that underpin ethical decision-making including leading with integrity, public trust, and accountability across the public sector. A broad range of Tasmanian and interstate presenters will contribute to the Forum, representing significant expertise across a range of disciplines.

CONFIDENTIAL MISCONDUCT PREVENTION ADVICE

One of our legislative functions is to provide ethics and integrity advice. This advice can be provided to public officers on a confidential basis, when dealing with an ethical or misconduct issue (under section 8(1)(d)). Additionally, the Commission provides advice to public sector entities about codes of conduct and other policies aimed at minimising the risk of misconduct (under section 31).

TABLE 6. CONFIDENTIAL MISCONDUCT PREVENTION ADVICE PROVIDED

	2025-26	2024-25
To public sector entities under section 31 of the *IC Act*	**0**	0
To public officers under section 8(1)(d) of the *IC Act*	**6**	4

In addition to providing confidential misconduct prevention advice, during the year we completed development of a model Conflict of Interest Policy. The model policy is designed for adaptation by any Tasmanian public sector organisation and is intended to support consistent approaches across the sector. In the future, we intend to develop and roll out model policies on other misconduct risk areas.

[1] 'Whole jurisdiction' refers to those attending sessions such as our Investigating Misconduct training, where there is a mix of participants across the Tasmanian public sector.

COMMUNICATIONS

In anticipation of launching a 3-year Communications Strategy (Strategy) for commencement in July 2026, we undertook substantial preparatory work. The Strategy is aimed at increasing awareness of the Commission's entire scope of responsibilities, and encouraging greater engagement by both public sector workers, and the broader Tasmanian community. The preparatory work included a comprehensive refresh of the educative materials on the website.

Supported by statewide media and radio advertising, the campaign is complemented by a range of communication resources provided to public sector organisations throughout Tasmania. These initiatives are designed to increase awareness of the Commission's role and reinforce the importance of integrity in building public trust.

MEDIA MONITORING AND ENGAGEMENT

Media monitoring indicated sustained public and stakeholder interest in the Commission's work. The Commission was mentioned in 388 media items, with coverage primarily focused on legislative reform, investigations of members of Parliament, governance matters, police oversight, and the appointment of a new Chief Commissioner.

We adopted a more proactive approach to LinkedIn engagement, regularly sharing updates on investigations, reports, education initiatives, recruitment opportunities, and organisational activities.

Throughout the reporting period we issued 4 media releases:

- Greg Melick AO KC – *Reflections at the conclusion of my time as Chief Commissioner;*
- Release of 2024-25 Annual Report;
- Investigation into use of force in Tasmania's prisons; and
- Have Your Say – Submissions open on gifts and donations in local government.

In addition, Chief Commissioner Robert Hay KC was interviewed on ABC Radio twice: on 12 November 2025 and 9 June 2026. He also issued a Media Statement on 28 March 2026 that was published as an opinion piece in The Mercury.

PUBLICATIONS

We released 5 publications. All publications are available at **www.integrity.tas.gov.au** and are catalogued in the Tasmanian Parliamentary Library, State Library of Tasmania, and National Library of Australia.

TABLE 7. REGISTER OF PUBLICATIONS RELEASED

Title	Date	Location	ISSN
Triannual Report No.3 of 2024-2025	18 August 2025	Online	No
Integrity Commission Annual Report 2024-2025	31 October 2025	Online Parliament	Yes
Triannual Report No. 1 of 2025-2026	27 November 2025	Online	No
Own-motion investigation into the management of the alleged misuse of force against prisoners	2 December 2025	Online	No
Triannual Report No. 2 of 2025-2026	18 March 2026	Online	No

The Commission did not make any submissions to external parties.

SECTION 03

Complaints, Assessments, and Investigations

Complaints are critical to shining a light on public sector misconduct, enabling us both to investigate and prevent misconduct.

Making a complaint about misconduct helps to ensure that:

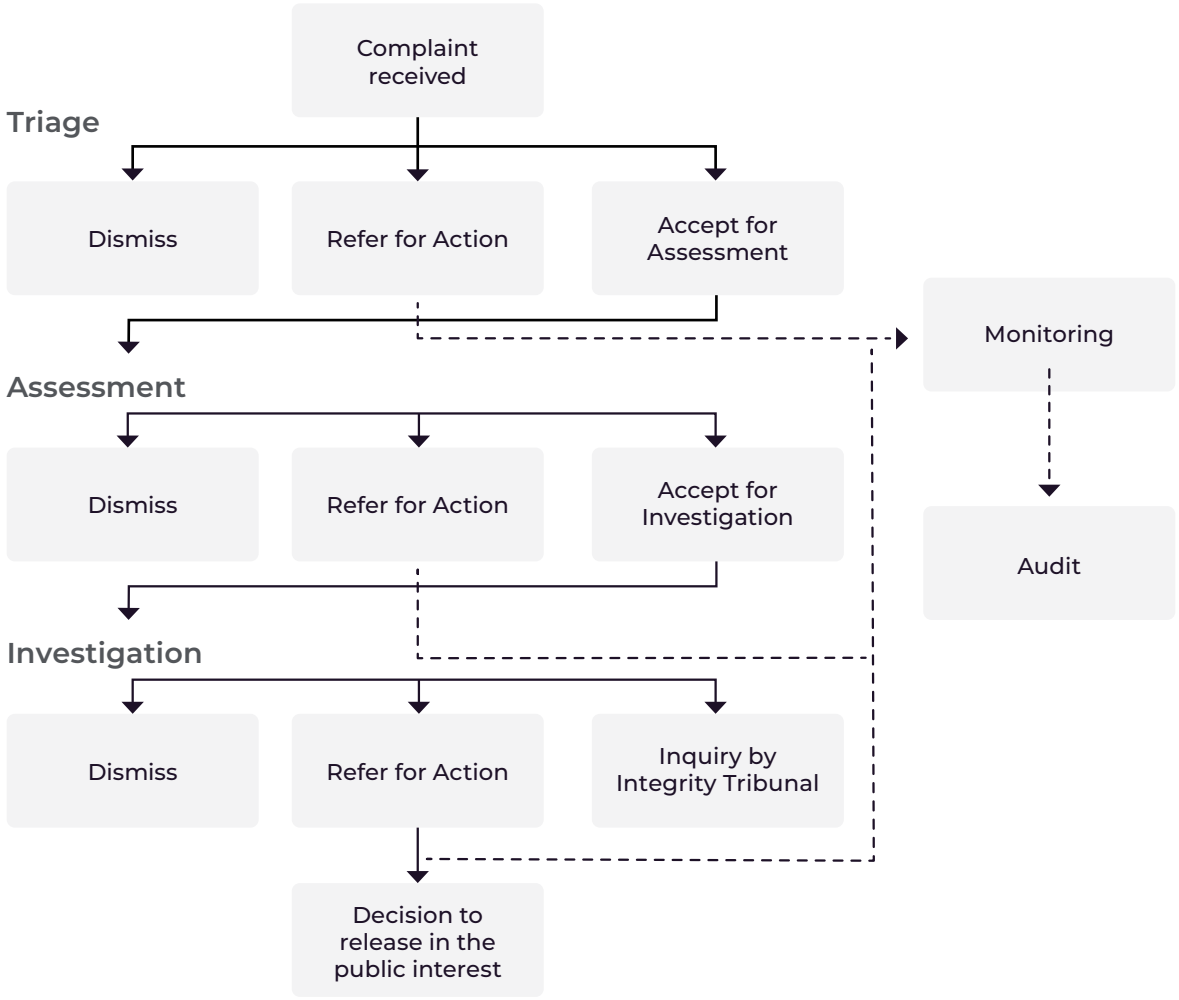
- public sector organisations operate honestly, ethically and fairly
- public money and resources are not misused, and
- misconduct risks are identified so they can be dealt with and prevented.

We registered 209 complaints of alleged public sector misconduct, including complaints about police misconduct. An individual complaint may contain allegations involving multiple public officers or public authorities.

TABLE 8. COMPLAINTS REGISTERED

	2025-26	2024-25	2023-24
Complaints (Total)	**209**	166	180
Complaints (Tasmania Police)	**(61)**	(48)	(47)

FIGURE 2. COMPLAINT HANDLING FLOWCHART



Triage

Complaints made to us are carefully considered at the triage stage, which is the first step in complaint handling following registration. The purpose of triage is to determine what action should be taken.

As shown in Figure 2, triage has 3 main potential outcomes:

- dismissal,
- referral for action, or
- acceptance for assessment.

The median time taken from registration to triage decision was 57 working days.

TABLE 9. TRIAGE OUTCOMES FOR COMPLAINTS

	2025-26	2024-25	2023-24
Dismissed [s 35(1)(a)]	**79**	89	97
Referred for action [s 35(1)(c)]	**48**	57	49
Accepted for assessment [s 35(1)(b)]	**30**	28	32
Total	**157**	**174**	**178**
Complaints in triage	**56**	5	10

Five complaints were carried forward from the previous year. 56 complaints were under triage at the end of the reporting period.

DISMISSING COMPLAINTS

We may determine to dismiss a complaint after triage for a range of reasons, including that it:

- is not in the public interest for us to investigate the complaint[2]
- would be an unjustifiable use of resources to investigate the complaint
- does not relate to our functions
- lacks substance or credibility
- was not made in good faith, or
- is frivolous or vexatious.

We will also not duplicate or interfere with work we consider is being, or has been, undertaken appropriately by another integrity entity or public authority.

We dismissed 79 complaints following triage during the reporting period. There may be more than one reason for dismissing a complaint.

TABLE 10. REASONS FOR DISMISSING COMPLAINTS AT TRIAGE

	2025-26	2024-25	2023-24
Not in the public interest to investigate	**6**	22	36
Unjustifiable use of resources to investigate	**39**	34	33
Unrelated to Commission functions	**13**	15	7
Lacks substance or credibility	**34**	35	25
Unsatisfactory explanation for delay in complainant making complaint	**0**	2	0
Not made in good faith	**0**	0	0
Frivolous or vexatious	**0**	0	1
Total	**92**	**108**	**102**

REFERRING COMPLAINTS FOR ACTION

Referring complaints for action is an important element of our complaint handling functions under the Act. The Commission may refer complaints after triage due to possible misconduct or where it may be necessary for a public authority to consider relevant policies and procedures. We may also recommend that the matter be investigated.

Depending on the nature of the allegations, we may refer complaints for action to:

- an appropriate integrity entity, including a parliamentary integrity entity
- the Commissioner of Police, or
- any other relevant public authority or person.

We referred 48 complaints for action at triage stage. This does not include complaints that were referred following assessment or investigation.

After we refer a complaint to a public authority, management of the complaint is monitored and oversighted by our Oversight and Compliance team. More information about these processes is provided below.

[2] Section 36(2) of the Act lists factors for making such a determination.

PUBLIC INTEREST DISCLOSURES

In accordance with section 86 of the *Public Interest Disclosures Act 2002* (PID Act), we are required to report on disclosures made under that Act.

24 complaints were assessed as protected disclosures under the PID Act. We chose to deal with these matters under the *Integrity Commission Act 2009* (the Act), in accordance with section 29A(a) of the PID Act.

Of the 24 protected disclosures made to the Integrity Commission:

- all were deemed to be public interest disclosures
- none were referred to the Ombudsman to investigate
- 10 were referred by the Commission under the Act
- none were investigated by the Commission, either under the Act or the PID Act, and
- 3 were assessed by the Commission under Part 5 of the Act.

Information about our current procedures established under Part 7 of the PID Act may be found on the Integrity Commission website at

www.integrity.tas.gov.au/reporting/public-interest-disclosures

TABLE 11. COMPLAINTS THAT WERE DEEMED PROTECTED DISCLOSURES

	2025-26	2024-25	2023-24
Complaints assessed as protected disclosures	**24**	12	3
Protected disclosure referrals received	**0**	0	0
Protected disclosures received that are not complaints	**0**	0	0

Assessments

Assessments are an important step in our complaint handling process. An assessment is a preliminary inquiry. It enables us to decide whether a complaint warrants investigation and, if so, which organisation is best placed to undertake the investigation.

We aim to complete assessments within 40 working days. The median duration of assessments in the reporting period was 53 working days.

TABLE 12. NUMBER OF ASSESSMENTS UNDERTAKEN AND COMPLETED

	2025-26	2024-25	2023-24
Commenced	**11**	28	32
Completed	**11**	27	27
Duration (median, working days)	**53**	39	32

ASSESSMENT OUTCOMES

Of the 11 assessments completed, we dismissed 10 and referred one for action.

Summaries of assessments completed are provided in **Appendix A**. Assessment summaries, along with status updates for current misconduct matters, are published on our website.

TABLE 13. COMPLETED ASSESSMENT OUTCOMES

	2025-26	2024-25	2023-24
Dismissed [s 38(1)(a)]	**10**	22	19
Referred [ss 38(1)(b)–(f)]	**1**	0	1
Accepted for Investigation [s 38(1)(g)]	**0**	5	7
Total	**11**	**27**	**27**

Information Reports and Projects

Information reports are reports about potential misconduct that are not complaints or notifications. We may use information reports in a variety of ways, including as intelligence assets or for projects.

A project is an inquiry similar to an assessment. It is designed to help us decide how to deal with an identified misconduct issue or risk. After a project, further action may include providing educational materials or delivering training, preparing a research report, and/or conducting an own-motion investigation.

During the reporting period, we:

- registered 19 information reports, and
- completed 1 project.

No projects became an own-motion investigation.

In accordance with the Act, and consistent with the findings of the *Independent Review of the Integrity Commission Act 2009*,[3] we continued to focus our investigative resources on allegations of serious misconduct[4] and matters involving designated public officers[5].

[3] The review was completed in 2016 by the Hon William Cox, AC ED QC. The final review report is available at www.integrity.tas.gov.au.

[4] Under the Act, 'serious misconduct' means misconduct that could be a crime or an offence of a serious nature, or misconduct providing reasonable grounds for terminating a public officer's appointment.

[5] 'Designated public officer' (DPO) is a term prescribed in section 5 of the Act. DPOs include Members of Parliament, elected members of a council, the principal officer of a public authority, statutory officeholders, commissioned police officers and senior executive officers.

Investigations

We investigate alleged public sector misconduct to enhance public confidence that misconduct by public officers will be appropriately dealt with, both by the Commission and by public authorities.

The Act establishes processes, powers and priorities for investigations conducted by the Commission.

We aim to conduct investigations efficiently while maintaining a high quality of work. Misconduct investigations vary in complexity, and complex matters or those with multiple witnesses can be resource intensive. We take great care to ensure procedural fairness obligations are met, and this may lengthen the investigative process. Timeliness is also affected by our resources and powers under the Act as well as other factors outside of the Commission's control.

Throughout the course of investigations, our Employee Assistance Program is made available to support subject officers and witnesses on a confidential basis.

During the reporting period, we completed 2 investigations. Summaries of investigations completed are provided in **Appendix A**. Investigation summaries, along with status updates for current misconduct matters, are published on our website.

The median duration of the investigations completed during the reporting period was 199 working days.

We undertake both 'complaint investigations' and 'own-motion investigations'.

A complaint investigation is based on a complaint that has been through the triage and assessment processes outlined in the previous section.

An own-motion investigation is commenced when our Board determines to undertake an investigation even if there has not been a complaint. This might occur when we receive information about alleged misconduct or misconduct risks from another source.

Before the Board makes that decision, we usually complete a 'project'. A project is a short inquiry, like an assessment. It is designed to help us decide how to deal with an identified misconduct issue or risk.

Own-motion investigations may also be commenced when an additional line of inquiry or allegation is identified during a pre-existing investigation.

TABLE 14. COMPLAINT INVESTIGATIONS COMMENCED AND COMPLETED

	2025-26	2024-25	2023-24
Commenced	**0**	2	4
Completed	**2**	5	1

TABLE 15. OWN-MOTION INVESTIGATIONS COMMENCED AND COMPLETED

	2025-26	2024-25	2023-24
Commenced	**0**	1	4
Completed	**0**	3	0

INVESTIGATION OUTCOMES

The Board determines the outcomes of investigations undertaken by the Commission, informed by recommendations from the Chief Executive Officer.

In accordance with section 58 of the Act, the Board may decide to:

- dismiss a matter
- refer the investigation report for action, along with any recommendations
- require that the matter be further investigated
- recommend that the Premier establish a commission of inquiry, or
- undertake an inquiry by an Integrity Tribunal.

The Board referred the investigations completed in 2025-26 for action to the principal officers of the relevant public authorities. Summaries of those matters are included in **Appendix A**.

TABLE 16. COMPLETED INVESTIGATION OUTCOMES

	2025-26	2024-25	2023-24
Dismissed [s 58(2)(a)]	**0**	0	0
Referred for action [s 58(2)(b)][6]	**2**	5	2
Commission of Inquiry [s 58(2)(c)]	**0**	0	0
Inquiry by Integrity Tribunal [s 58(2)(e)]	**0**	0	0
No determination	**0**	0	0
Board decision pending	**1**	3	0
Includes Board recommendation(s)	**1**	4	2
Total	**2**	**8**	**2**

Integrity Tribunals

If the Board determines that an inquiry be conducted, an Integrity Tribunal is convened by the Chief Commissioner for the purpose of conducting the inquiry. No investigations proceeded to an inquiry by an Integrity Tribunal during the reporting period and there are no current Inquiries.

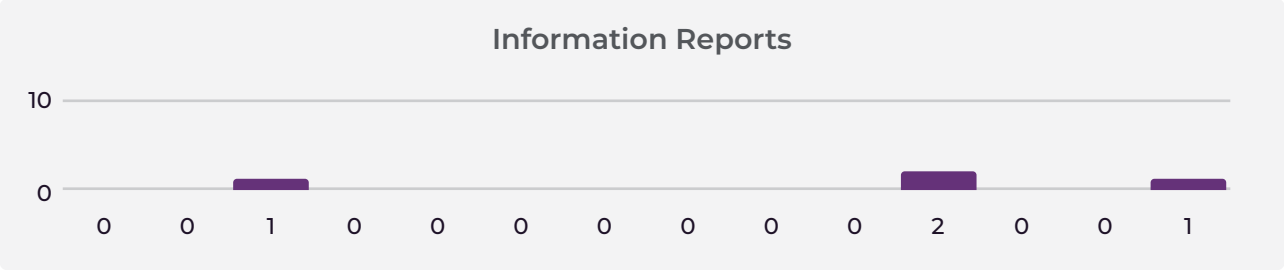
[6] Section 59 notices of determination pending in one matter as at 30 June 2026.

Information about Closed Complaints, Assessments, and Investigations

NATURE OF MISCONDUCT

The figure below shows the main type of misconduct alleged in all complaints and information reports closed (including assessments, projects, and investigations).

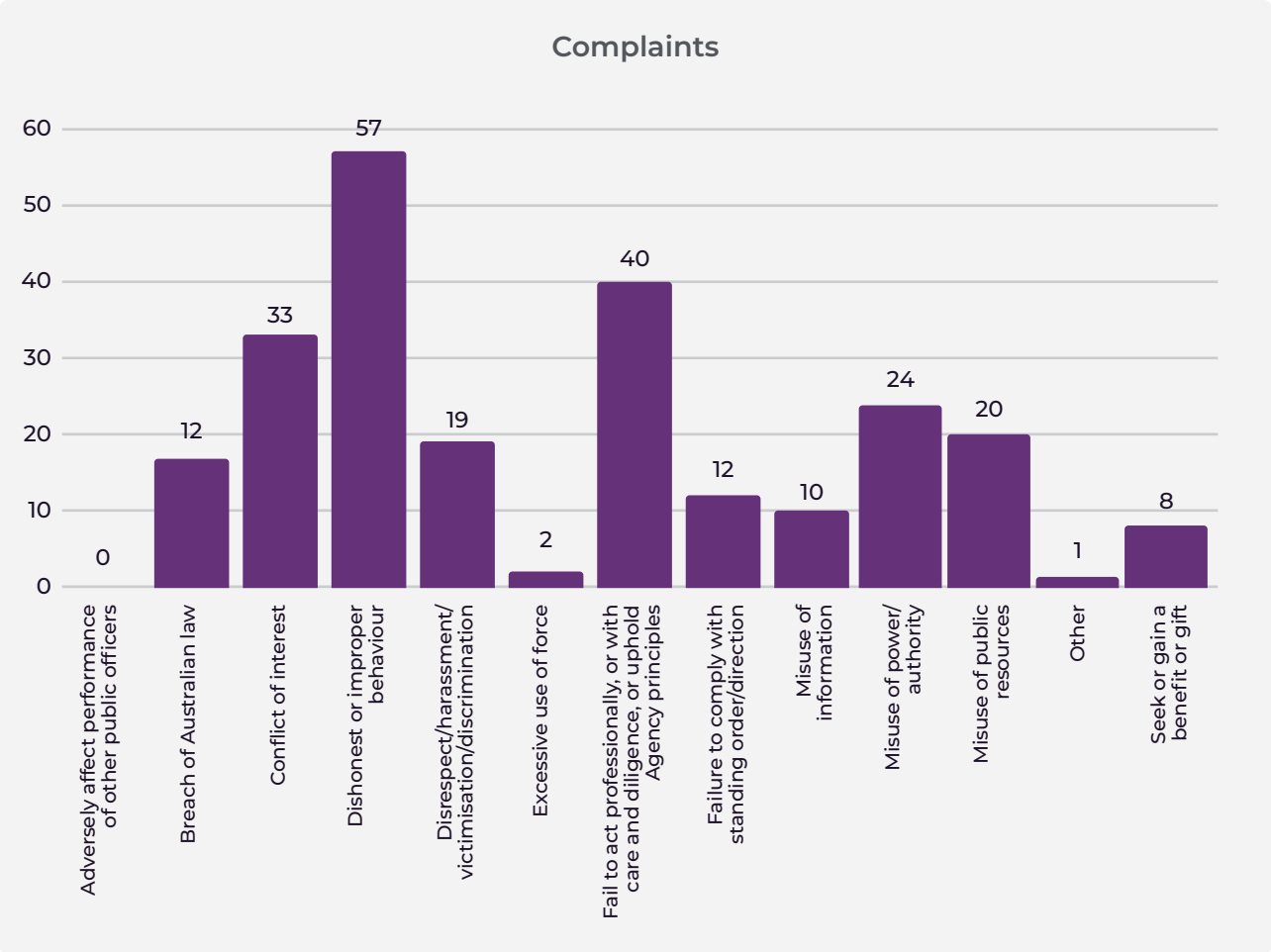
FIGURE 3. MAIN TYPE OF MISCONDUCT ALLEGED IN COMPLAINTS AND INFORMATION REPORTS CLOSED



The figure below shows in more detail the nature of misconduct alleged across all closed complaints.[7] It includes all types of allegations made in each complaint, rather than the main type of misconduct alleged (which is shown in figure 3 above).

Each matter may have more than one type of 'allegation'.

FIGURE 4. TYPES OF MISCONDUCT ALLEGED IN CLOSED COMPLAINTS



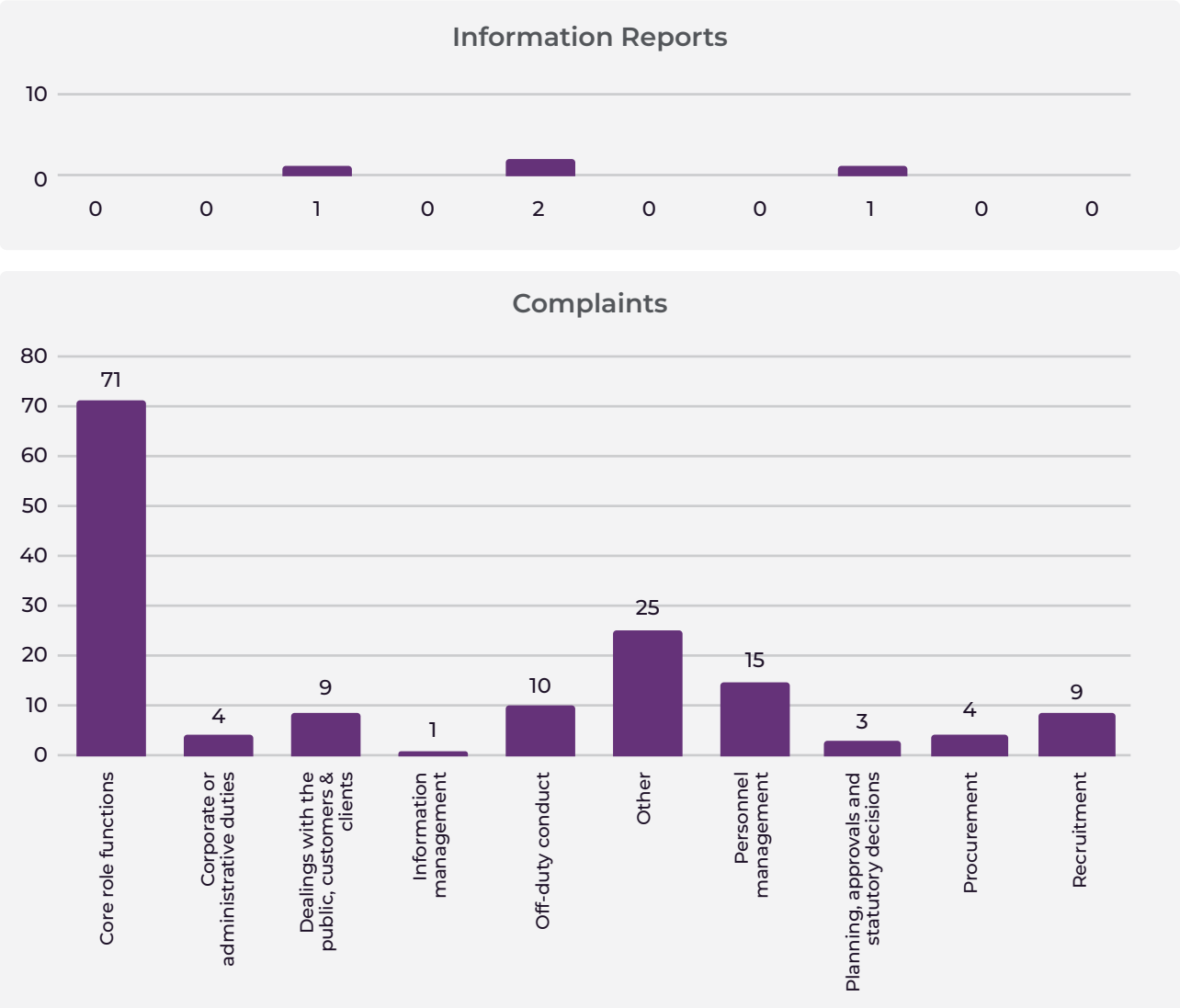
[7] The figure does not include allegations made in information reports.

BUSINESS ACTIVITY

The figure below shows the type of work the public sector employee was undertaking when the alleged misconduct occurred, in complaints and information reports closed.

Each matter may have more than one 'business activity'.

FIGURE 5. BUSINESS ACTIVITY IN COMPLAINTS AND INFORMATION REPORTS CLOSED



COMPLAINANT ANONYMITY

When making a complaint to us complainants may either:

- make it anonymously
- provide their contact details, or
- provide their contact details and request this information is withheld in the event of the complaint being referred to another organisation.

The table below shows the percentage of closed complaints by anonymity preference of the complainant.

TABLE 17. COMPLAINTS BY COMPLAINANT DETAILS

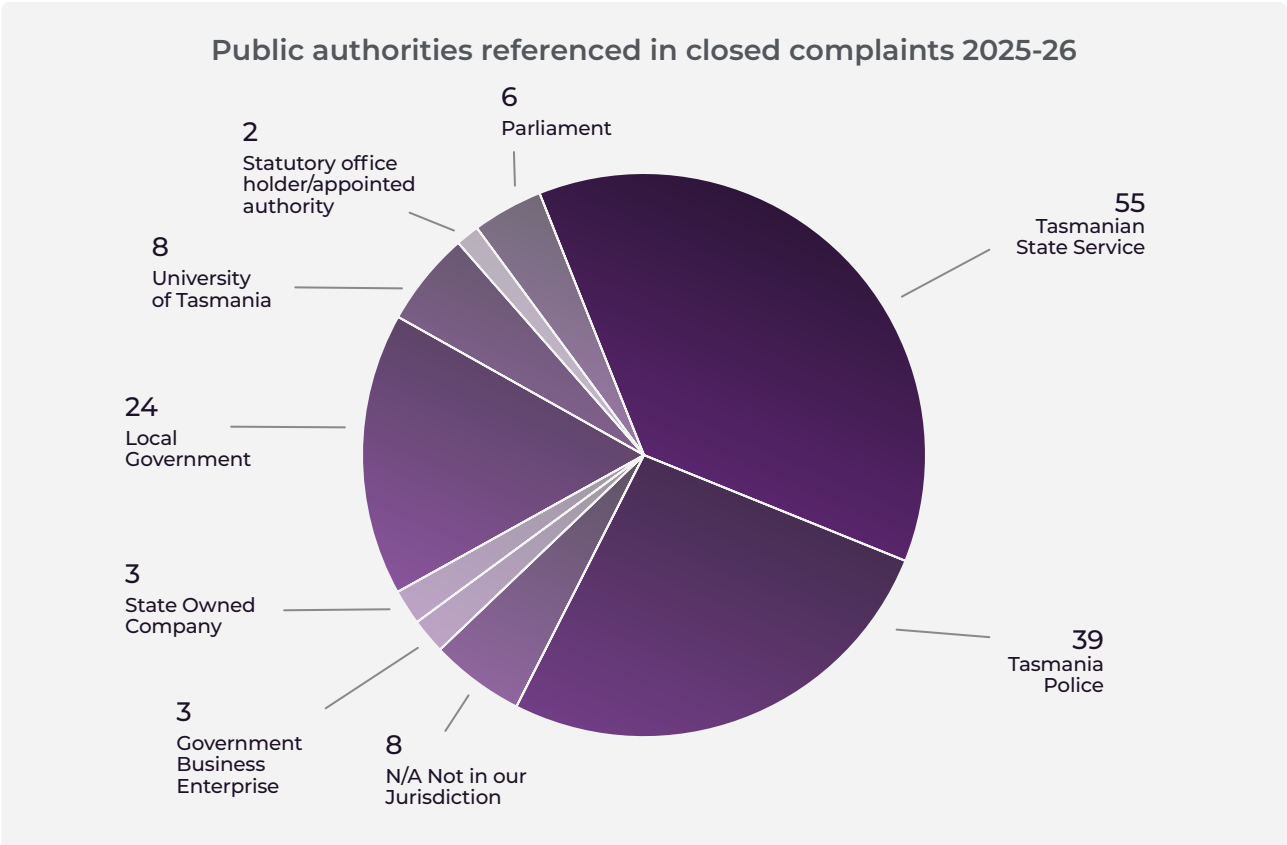
	2025-26	2024-25	2023-24
Anonymous complainants	**25.2%**	21.5%	26.2%
Complainants not consenting to be identified to other organisations[8]	**19.4%**	22.7%	17.9%

PUBLIC AUTHORITIES (PUBLIC SECTOR ORGANISATIONS)

The figure below shows public authorities (public sector organisations) referenced in complaints that were closed during the period. One complaint may refer to multiple public authorities.

Public authorities are defined in section 5 of the Act. Some of the categories have been combined for this table.

FIGURE 6. PUBLIC AUTHORITIES REFERENCED IN CLOSED COMPLAINTS



[8] Does not include anonymous complainants.

STATUTORY POWERS

Our statutory powers, used during assessments, investigations, and inquiries, are set out in the Act. This usually involves serving notices requiring persons to attend to give evidence, and to produce documents or written information. Generally, and in accordance with the Act, we conduct our work with as little formality and technicality as possible.

TABLE 18. USE OF STATUTORY POWERS DURING ASSESSMENTS AND INVESTIGATIONS

	2025-26	2024-25	2023-24
Authorisation of external officers [s 21]	**0**	1	1
Coercive notices [s 47(1)(a), (c)]	**5**	32(6)[9]	62(6)
Coercive notices [s 47(1)(b)] – interviews	**3**	11(1)	26(7)
Privilege notice [s 92(4)]	**0**	0	2(1)
Power to enter premises [s 50]	**0**	0	0
Search warrants [s 51]	**0**	0	0
Surveillance device warrants [s 53]	**0**	0	0
Total	**8**	**44**	**91**

Applications for warrants

We can apply for warrants under the *Police Powers (Surveillance Devices) Act 2006* (Tas) and the *Search Warrants Act 1997* (Tas).

We did not make any applications for search or surveillance device warrants for a private premises during the reporting period.

Inspection of registers

We continued to maintain records obtained under the *Police Powers (Surveillance Devices) Act 2006,* in accordance with the requirements of that Act.

No inspections were undertaken during the reporting period.

PUBLIC REPORTS

The Commission publishes various reports in the public interest such as research and investigation reports. After determining the outcome of an investigation, the Board considers whether a report should be tabled in Parliament under section 11(3) of the Act. In making this decision, the Board considers the personal welfare, privacy and reputational concerns of the individuals involved, and whether those concerns outweigh the public interest in publishing the matter, including any potential educative or preventative value.

Copies of all public reports are available on our website.

TABLE 19. PUBLIC REPORTS RELEASED

	2025-26	2024-25	2023-24
Reports published on website	**2**	1	3
Investigation	**1**		
Compliance	**0**	0	0
Research	**1**	1	2
Reports tabled in Parliament	**1**	0	2
Reports provided to Joint Standing Committee on Integrity	**0**	0	0
Reports with public recommendations	**1**	0	3

[9] The number in brackets is the number of notices withdrawn. Withdrawn notices are included in totals.

LIAISON WITH A PROSECUTION AUTHORITY (CLOSED MATTERS)

We may liaise with prosecution authorities to decide if the matter may involve an offence, and if so whether we should refer it to another body or continue handling it ourselves. This most commonly occurs during an assessment or investigation but may occur in any type of matter at any stage. Prosecution authorities include the Commissioner of Police, the Director of Public Prosecutions and the Office of Local Government.

The table below shows the number of matters in which we liaised with a prosecution authority.

TABLE 20. LIAISON WITH A PROSECUTION AUTHORITY

	2025-26	2024-25	2023-24
Matters arising from complaints	**1**	5	3
Non-complaint matters	**0**	1	2
Total	**1**	**6**	**5**

Research

Published operational research has included a consultation paper arising from a research project examining misconduct risks associated with the regulation of gifts and donations within local government.

The paper documented the preliminary research findings of the project and sought submissions on the potential misconduct risks that arise in the context of gifts and donations in local government and whether and how changes should be made to the current regulatory framework.

The final report will consider relevant work of the Commission, the submissions received and relevant reforms in order to make recommendations to address current misconduct risks associated with gifts and donations in local government.

Protocol with Parliament

The Joint Standing Committee on Integrity (JSCI) is conducting an Inquiry into the Establishment of a Parliamentary Privilege Protocol between the Parliament of Tasmania and the Integrity Commission, Tasmania (Inquiry).

Public hearings were held in November 2025 during which the Chief Executive Officer gave evidence.

As at 30 June 2026, the JSCI had not released its report into the Inquiry.

Reform of the Integrity Commission Act

Throughout the year, the Commission worked closely with the Department of Justice to develop the legislative amendments for an ongoing program of work to reform the *Integrity Commission Act 2009* (the Act).

Consultation has centred on the various reviews and reports related to the Act. The work has involved consideration of relevant jurisprudence, interjurisdictional comparative analyses, and the Commission's practices and procedures.

The reform program involves three tranches of amendments to the Act: the *Integrity Commission Amendment (Mandatory Notifications) Bill 2025* (Mandatory Notifications Bill), the *Integrity Commission Amendment Bill 2026* (IC Bill), and a third proposed Bill that is yet to be drafted.

The Mandatory Notifications Bill seeks to introduce a requirement for mandatory notifiers within public authorities to notify the Commission of certain types of possible misconduct. The Bill passed the House of Assembly on 6 May 2026 and, as at 30 June 2026, was before the Legislative Council awaiting debate.

The IC Bill aims to improve the operation of the Commission by streamlining processes and clarifying existing powers while enhancing procedural fairness and other safeguards. This Bill was tabled in the House of Assembly on 18 June 2026.

The third tranche of reforms is currently under development, with consultation between the Commission and the Department of Justice ongoing.

Interagency Liaison

In performing our complaint handling and investigation functions, we undertake regular liaison with other integrity, legal, and regulatory entities.

For this purpose, we maintained close contact with other relevant integrity and enforcement entities including:

- Ombudsman Tasmania
- Tasmania Police
- Office of the Director of Public Prosecutions
- Office of Local Government, Department of Premier and Cabinet
- Custodial Inspector
- Office of the Independent Regulator, and
- Audit Tasmania.

SECTION 04

Oversight and Compliance

We oversight the management of misconduct in the public sector to enhance the ability of public authorities to deal effectively with misconduct.

Our oversight work includes the assessment of all notifications and referrals received from public authorities. The Oversight and Compliance team carefully analyses each matter upon initial receipt and again at the point of notification of the final outcome. The Chief Executive Officer approves any action the Commission might take in response to the final notification.

Notifications

One of the primary ways in which we monitor the occurrence and management of misconduct is via notifications made by public authorities.

The number of notifications received reduced during this reporting period. The previous increase in notifications was attributed to actions taken by agencies following the Commission of Inquiry into the Tasmanian Government's Response to Child Sexual Abuse in Institutional Settings.

The current volume of notifications represents a return to previous levels. Notifications from public authorities allow us to:

- monitor misconduct trends across the public sector
- assist our complaint handling function by providing context to specific misconduct issues within public authorities
- where appropriate, share relevant intelligence holdings with public authorities
- assist public authorities with their management of misconduct matters, and
- understand the notifying organisation's capacity to manage such matters.

For notifiers, there is a 2-step process:

- an initial notification which is submitted at the start of a misconduct investigation to inform us that there is an allegation of misconduct within a public authority and how the matter will be investigated, and
- a final notification which entails a report from the public authority about the outcome of the investigation, including details of any action it has taken.

In every matter, we will acknowledge receipt and, if we consider it necessary, in some matters we provide feedback about issues that may require further attention such as by way of policy development or improvement or further training.

It is not mandatory under the Act for public authorities to make notifications. However, mandatory notification of serious misconduct and alleged misconduct by senior public officers is a recommended legislative change to our Act arising from the 2016 Independent Review of the Act. This is being addressed by the Mandatory Notifications Bill.

We received 72 notifications from public authorities. In addition, we received 29 notifications from Tasmania Police on the basis of a Letter of Understanding.

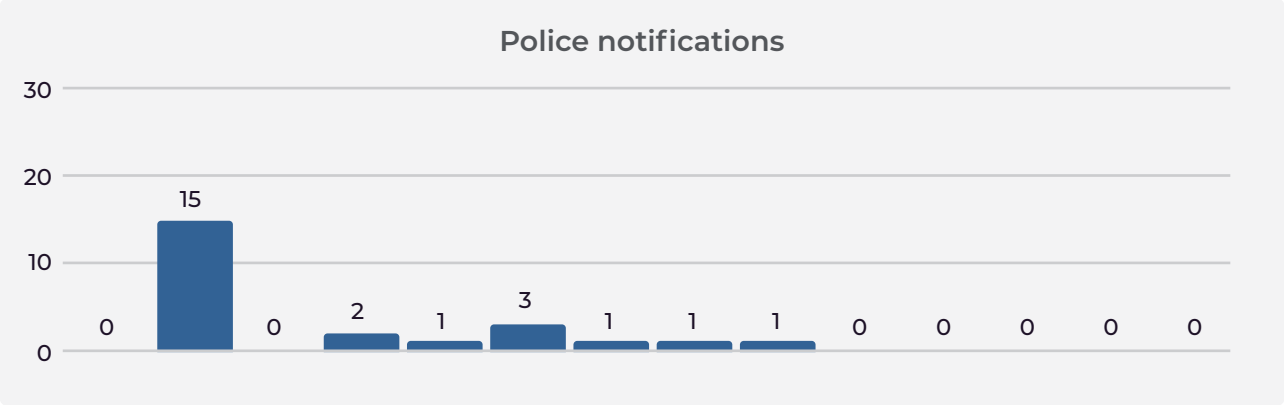
TABLE 21. NOTIFICATIONS REGISTERED

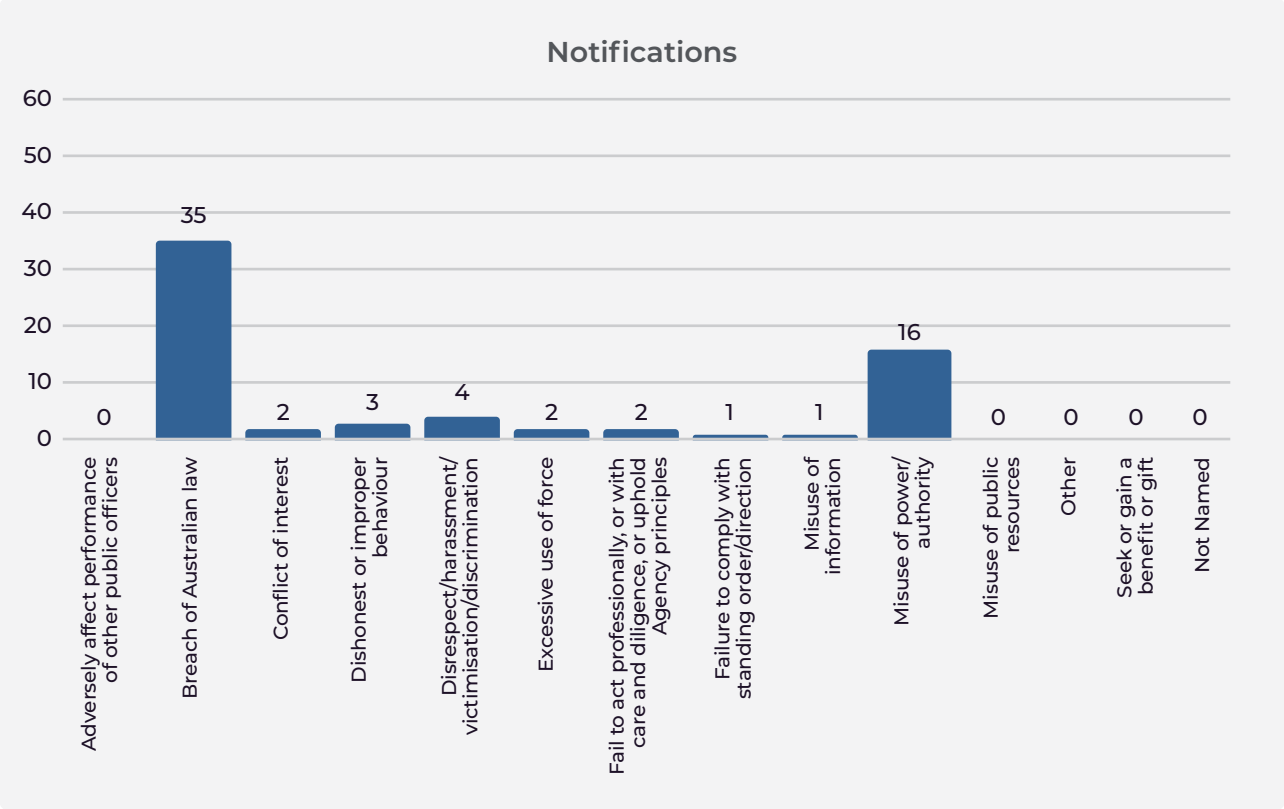
	2025-26	2024-25	2023-24
Notifications (not including police notifications)	**72**	82	113
Police notifications	**29**	47	34

NATURE OF MISCONDUCT

The figure below shows the main type of misconduct alleged in all notifications closed.

FIGURE 7. MAIN TYPE OF MISCONDUCT ALLEGED IN NOTIFICATIONS AND POLICE NOTIFICATIONS CLOSED



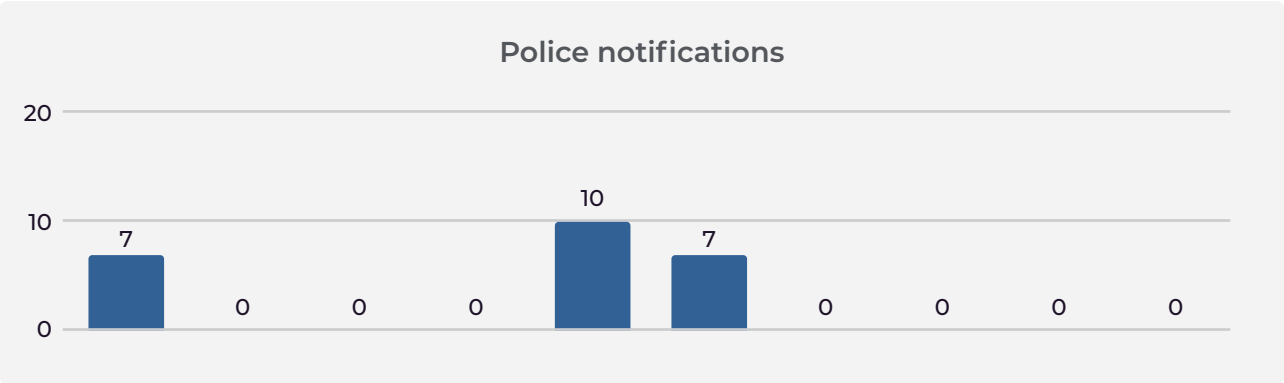


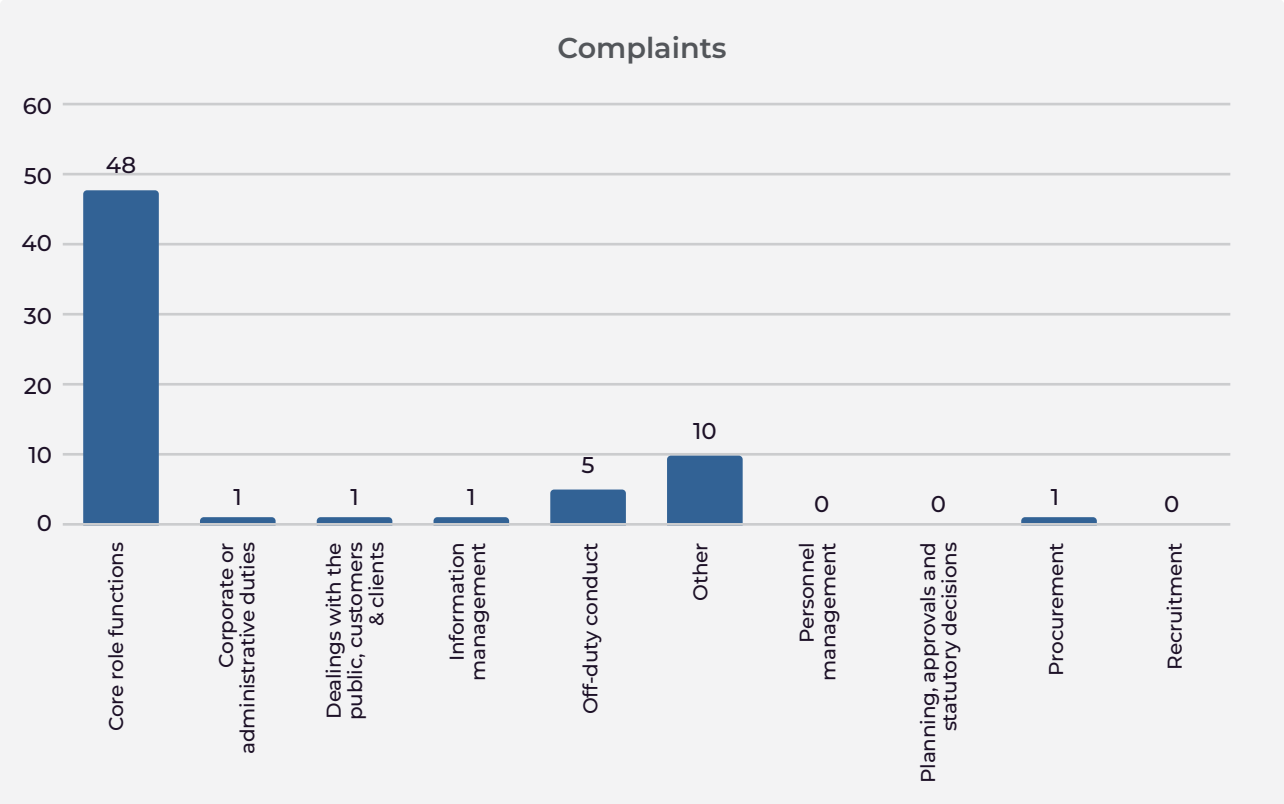
BUSINESS ACTIVITY

The figure below shows the type of work the public sector employee was undertaking when the alleged misconduct occurred, in notifications and police notifications closed.

Each matter may have more than one 'business activity'.

FIGURE 8. BUSINESS ACTIVITY IN NOTIFICATIONS AND POLICE NOTIFICATIONS CLOSED





Monitoring

When we receive an initial notification, refer a matter or make a recommendation, the matter is noted for follow-up in our complaint management system. If we do not hear from the person to whom it was referred within a reasonable time, usually 6 months, we write to enquire about progress of the matter.

The matters we monitored in the reporting period included:

- 194 new public authority notifications;
- 73 new police notifications;
- 89 new referrals of complaints, assessments and investigations; and
- 8 new information reports.

REFERRED MATTERS

A key component of our Oversight and Compliance Program comprises monitoring referrals to public authorities.

Referral of a complaint can occur at triage, following an assessment, investigation, or inquiry by an Integrity Tribunal. We may direct that public authorities provide a response to the Chief Executive Officer or to the Board as to how they plan to handle or have dealt with the referred complaint. We also may refer recommendations made by the Board following research into misconduct risks.

Monitoring the response to referrals is important in understanding whether the public authority has the capacity to deal with the complaint or misconduct generally, and whether the complaint has been dealt with appropriately. For assessments and investigations, we normally allow a reasonable time, usually 6 months, for a public authority to respond. We will check in with them sooner if we think it is required.

Referrals made following investigations are particularly important as the Board may have made recommendations about the action it thinks the public authority should take following the outcome of the investigation of the matter.

When we receive a response to a referred investigation, we review the response and prepare a report for the Board. The Board then considers whether it is satisfied with the response and may take further action if it considers it necessary. Implementation of Board recommendations is reported on our website.

As at 30 June 2026, there were 69 matters that had been referred to public authorities for which we were yet to receive a response. There were 23 recommendations made by the Board for which we were yet to receive a response as to any action taken.

TABLE 22. OUTSTANDING BOARD RECOMMENDATIONS

	2025-26	2024-25
Complaint investigations	**5**	6
Own motion investigations	**3**	6
Other research reports	**15**	18
Total	**23**	**30**

TABLE 23. OUTSTANDING REFERRALS[10]

	2025-26	2024-25
Referred complaints [s 35]	**52**	43
Referred assessments [s 38]	**3**	3
Referred investigations [s 58]	**14**	13
Total	**69**	**59**

[10] 'Outstanding' means a response is expected within the set timeframe but has yet to be received, or we are currently reviewing the response.

Matters that relate to Child Sexual Abuse

We report on the number of complaints and notifications finalised that relate to child sexual abuse. There were no complaints related to child sexual abuse, and we finalised 38 non-complaint matters that related to child sexual abuse.

This included:

- 33 public authority notifications; and
- 5 police notifications.

Audits

Audits are useful tools for identifying areas for improvement in the management of misconduct in the public sector.

Under our legislation we have broad powers to monitor or audit any matters related to both 'dealing with', and the 'investigation of' complaints about, alleged misconduct within any public authority. This includes monitoring and auditing the standards, codes of conduct, and/or guidelines that relate to those matters.

The ongoing benefit from the intelligence and knowledge gained from individual audits will continue to inform our overall Complaints and Oversight work in both the medium and long term.

TABLE 24. AUDITS COMPLETED

	2025-26	2024-25	2024-25
Ad hoc audits (does not include ad hoc police audits)	**0**	2	8
Ad hoc police audits	**1**	2	4
Audit of a class of complaints against police under section 88(1)(c) of the Act	**0**	0	0
Total	**1**	**4**	**12**

Oversight and Compliance Feedback Provided

When a public authority notifies us of the outcome of a monitored matter, we may provide feedback to the public authority as part of our oversight and compliance functions. During the reporting period, we provided feedback in 17 matters.

Feedback to public authorities for the reporting period focused on investigation quality, timeliness, risk management and organisational learning. The Commission provided feedback where investigation reports did not appear to address all notified allegations, where findings required clearer evidentiary support or where further information was needed about related processes or unresolved concerns.

The Commission also identified opportunities for public authorities to strengthen staff understanding of restrictions on accessing official records and information systems, including through additional training on authorised access.

In several matters, the Commission acknowledged appropriate action taken by public authorities, including disciplinary outcomes, risk management measures, independent reviews, organisational changes or referrals to relevant external bodies. In other matters, the Commission noted significant delay, requested updates on related relevant processes or identified opportunities for organisational learning.

Matters were closed where the Commission was satisfied that appropriate action had been taken or that no further monitoring was required.

Police Oversight Program

We have a specific function to oversight the management of alleged misconduct by the Commissioner of Police.

Oversight of Tasmania Police is a key component of our oversight and compliance function.

Under our legislation, we have specific powers in relation to Police misconduct, and these underpin our Tasmania Police Oversight Program.

Our Complaints and Oversight and Education and Engagement Units work with Tasmania Police in relation to prevention and engagement strategies. This includes delivering onsite training to both new and 'fast-track' recruits at the Tasmania Police Academy. We also regularly engage with Tasmania Police Professional Standards Command.

The Tasmania Police Oversight Program involves:

- engaging with police, especially Professional Standards Command
- monitoring referred complaints and notified alleged conduct, and
- auditing 1 complaint managed by Tasmania Police.

We are empowered under the Act to undertake 'own motion' investigations into police misconduct.

After an extensive review, consultation and re-design phase, we introduced a new 5-year police oversight program, covering the period from 2025 to 2030. The program represents a long-term strategic approach to our oversight of Tasmania Police.

Monitoring

The Letter of Understanding (LoU) between the Commission and Tasmania Police (signed during 2021-22) remains in operation. Under the LoU, the Commander of Professional Standards notifies us of all matters relating to serious misconduct and those relating to designated public officers (officers of the rank of inspector and above).

We also refer a number of the complaints about police which we receive to Professional Standards Command and monitor a number of the referrals in accordance with our usual practice.

We received 29 notifications from Tasmania Police under the LoU.

Audits

Under the Act we have the power to audit the Police Commissioner's handling of complaints of police misconduct. As well as audits of a class of police complaints, we may undertake audits of individual police complaints.

We completed 1 audit of a police complaint file.

Tasmania Police Audit Summary

Audit Read

This matter involved the alleged use of excessive force by a police officer against two children. The conclusions resulting from the investigation conducted appeared reasonable and appropriate. However, feedback was provided on some material issues that the internal investigation had failed to deal with adequately, and on improvements to policies and procedures to address relevant misconduct risks.

SECTION 05

Capability and Resources

We are committed to fostering a supportive, values-driven workplace and developing an effective, skilled, and resilient workforce.

WORKFORCE

At 30 June 2026, we employed 16.9 full-time equivalent officers, including the Chief Executive Officer, with an actual staff head count of 18[11]. We maintain a register of 1 casual transcription typist in our Complaints and Oversight Unit and 3 casual trainers in our Education and Engagement Unit.

We also fund the role of the Parliamentary Standards Commissioner.

The Commission is an agency for the purposes of the *State Service Act 2000*. Our employees are required to comply with the State Service Code of Conduct and principles and receive training accordingly.[12]

PERFORMANCE AND DEVELOPMENT

All staff participate in an annual performance development cycle. The cycle commences with a review of performance for the previous year, and discussion and setting of goals for the following 12 months taking account of each unit's strategic priorities.

The process aligns individual performance with our strategic and operational priorities and identifies relevant personal and professional development opportunities. We include discussions relating to our workplace values and wellbeing initiatives.

TRAINING AND PARTICIPATION

Our annual whole-of-office training program ensures that staff remain aware of their obligations as State Service employees and maintain contemporary skills and knowledge relevant to their responsibilities.

Alongside mandatory training, employees attended two half-day all-staff conferences and undertook a range of individual learning and development activities to support their professional and personal growth. Staff also participated in a regular internal professional development seminar series, with sessions covering topics including Artificial Intelligence: Challenges, Risks and Opportunities for Regulators, and Trauma-Informed Investigations Practice, and presentations examining the confidentiality and privilege provisions under the Act.

Staff also contributed to and benefited from participation in professional and industry networks and forums, including:

- National Anti-Corruption Investigation Network (NACIN) Conference
- Steering Committee and Working Group for the Development of an Investigator Training Course.

[11] Refer to the organisation chart on page 8.
[12] The *State Service Act 2000* does not apply to the Chief Commissioner, the Board or the Parliamentary Standards Commissioner.

STAKEHOLDER ENGAGEMENT FOCUS

A total of 85 stakeholder engagement meetings were undertaken across the Commission.

These meetings fall within the follow broad categories:

- Tasmanian public sector organisations (48 meetings);
- Tasmanian regulators and statutory officers (19 meetings);
- Interstate and national sister agencies (9 meetings); and
- The Tasmanian Parliament (including Members of Parliament) (9 meetings).

This focus on engagement provides opportunities to share experiences and learnings with colleagues, and to build stakeholder confidence in the role the Commission plays.

WORKPLACE HEALTH AND SAFETY

We adopted the Department of Justice Work Health and Safety (WHS) Management System framework in 2016 to meet requirements of the *Australian Standard AS/NZ 4801 Work Health and Safety Management Systems.*

Over the reporting period, we had no WHS incident reports. There were no claims for worker's compensation.

TABLE 25. WORK HEALTH AND SAFETY INCIDENT REPORTS RECEIVED

	2025-26	2024-25	2023-24
Incident reports	**0**	4	7

TABLE 26. WORKERS' COMPENSATION CLAIMS RECEIVED

	2025-26	2024-25	2023-24
Workers' compensation claims	**0**	1	0

SECURITY VETTING

In addition to provisions of the Act and the State Service Act 2000, relevant employees are required to hold a Baseline Security Clearance, administered by the Australian Government Security Vetting Agency (AGSVA).

Authorised persons and contractors of less than 3 months undergo a Short-term access security clearance process, also administered by AGSVA.

Budget

We received an appropriation of $3 688 000 for 2025–26, with an additional $175,000 carried forward from the previous financial year to support short-term restructuring expenditure. Throughout the year, we closely monitored our budget to ensure resources were used efficiently and directed to the highest-priority areas.

Detailed statements about our financial obligations, performance and position are included in Section 6 of this report.

Compliance

Table below sets out our legislative reporting requirements and refers to sections of this report where the relevant information is available.

The index complies with the annual reporting disclosure requirements of the:

- *Financial Management Act 2016* (FMA)
- *Treasurer's Instructions* (TI).
- *Public Sector Superannuation Reform Act 2016* (PSSRA)
- *Public Interest Disclosures Act 2002* (PIDA)
- *Right to Information Act 2009* (RTIA), and
- *State Service Regulations 2011* (SSR)

TABLE 27. INDEX OF COMPLIANCE RESPONSIBILITIES

Requirement	Legislation	Section
Appeals process	***SSR* reg 9(c)(iii)**	5
Auditor-General's Report on financial statements	***FMA* s 42 (1)**	6
Community awareness, services and publications	***SSR* reg 9(c)(i)**	1-5
Contact officers and points of public access	***SSR* reg 9(c)(ii)**	Inside cover, 1
Contracts and procurement	**TI FR-4**	5
Financial statements	***FMA* s 42 (1)**	6
Major initiatives	***SSR* reg 9(a)(v)**	1-5
Occupational health and safety strategies	***SSR* reg 9(b)(vi)**	5
Organisation chart	***SSR* reg 9(a)(ii)**	1
Organisation structure	***SSR* reg 9(a)(iii)**	1
Overview of strategic plan	***SSR* reg 9(a)(i)**	1
Processes established to ensure employee participation in industrial relations matters and any disputes affecting the Agency	***SSR* reg 9(b)(iv)**	5
Public interest disclosures	***PIDA* s 86**	3
Right to information	***RTIA* s 23**	5
Superannuation contributions	***PSSRA* s 13**	5
Support for local business	**TI PF-2**	5

INTERNAL AUDIT

The Risk and Audit Committee (Committee) oversights our governance processes, including the management of information, finances and assets. Its role is to provide independent assurance and risk management advice to the Board and Chief Executive Officer.

The Committee consists of 2 external members, one of whom is the chairperson, and the other a public sector employee with expertise in information security, a Board member (Phil Foulston), and the Commission's Chief Executive Officer. The Director, Corporate Services, provides secretariat support to the Committee. The Committee met on two occasions.

In accordance with the Commission's Internal Audit Program, an Independent Governance Audit was commenced by The Atelier (Legal, Governance, Compliance) in June. The review assessed the Commission's governance framework against relevant statutory requirements and contemporary governance best practice. A number of recommendations were identified, together with associated action plans to address opportunities for improvement. It is proposed to submit the audit report to the Board for review and consideration, including approval of the recommended actions.

GIFTS, BENEFITS AND HOSPITALITY

No gifts or benefits were offered or received during the period.

RIGHT TO INFORMATION

The *Right to Information Act 2009* (RTIA) has limited application to the Commission. In accordance with section 6(1) of the RTIA, only information that relates to the administration of the Commission may be disclosed in response to a request for assessed disclosure of information.

We received 4 applications for assessed disclosure of information during the reporting period, with one carried over from the previous year. In 4 cases, none of the information requested was disclosed in accordance with section (6)(1)(d) of the RTIA. In one case, the requested information was provided as an active disclosure.

CONTRACTS AND PROCUREMENT

We ensure Tasmanian suppliers are given every opportunity to compete for our business in accordance with the Treasurer's Instructions. We support local suppliers wherever they meet our requirements and provide best value for money.

We undertook a range of contracting activities. However, there were no contracts awarded with a value greater than $50,000.

SERVICE LEVEL AGREEMENT: DEPARTMENT OF JUSTICE

Under our Service Level Agreement (SLA) with the Department of Justice, the Department provides human resources, financial, and information technology support services. The cost of the SLA is adjusted annually in line with the Consumer Price Index (CPI) and was $302,172 in 2025–26. In addition to CPI adjustments, the cost increases proportionately with growth in our establishment.

APPROACHES TO JOINT STANDING COMMITTEE ON INTEGRITY BY COMPLAINANTS

Complainants may write to the Joint Standing Committee on Integrity about our actions or decisions. The Joint Committee refers to such approaches as 'representations'.

The Joint Committee referred five such approaches in 2025-26.

Superannuation Certificate

I, Chief Executive Officer of the Integrity Commission, hereby certify that the Integrity Commission has met its obligations under the *Superannuation Guarantee (Administration) Act 1992* (Cth) in respect of those Commission employees who are members of complying superannuation schemes to which the Commission, through the Department of Justice under a Service Level Agreement, makes employer superannuation contributions.

CHIEF EXECUTIVE OFFICER

Ellen McKenzie

29 October 2026

SECTION 06

Financial Statements

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Statement of Certification

The accompanying Financial Statements of the Integrity Commission are in agreement with the relevant accounts and records and have been prepared in compliance with Treasurer's Instructions issued under the provisions of the *Financial Management Act 2016* to present fairly the financial transactions for the year ended 30 June 2026 and the financial position as at the end of the year.

At the date of signing, we are not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.

CHIEF EXECUTIVE OFFICER

Ellen McKenzie

15 September 2026

DIRECTOR, CORPORATE SERVICES

Karen Kingswell

15 September 2026

Statement of Comprehensive Income for the year ended 30 June 2026

	Notes	2026 Budget $'000	2026 Actual $'000	2025 Actual $'000
Income from continuing operations				
Revenue from Government				
Appropriation revenue - operating	3.1	3,688	3,513	3,589
Other revenue from Government	3.1	175	175	–
Total income from continuing operations		**3,863**	**3,688**	**3,589**
Expenses from continuing operations				
Employee benefits	4.1	2,874	2,448	2,371
Depreciation and amortisation	4.2	240	251	233
Supplies and consumables	4.3	681	453	542
Finance costs	4.4	60	26	5
Other expenses	4.5	245	535	402
Total expenses from continuing operations		**4,100**	**3,713**	**3,553**
Net result		**(237)**	**(25)**	**36**
Comprehensive result		**(237)**	**(25)**	**36**

This Statement of Comprehensive Income should be read in conjunction with the accompanying notes. Budget information refers to original estimates.

Explanations of material variances between budget and actual outcomes are provided in Note 2 of the accompanying notes.

Statement of Financial Position as at 30 June 2026

	Notes	2026 Budget $'000	2026 Actual $'000	2025 Actual $'000
Assets				
Financial assets				
Cash and deposits	8.1	69	67	56
Receivables	5.1	6	24	36
Non-financial assets				
Right-of-use assets	5.3	931	471	693
Other assets	5.5	88	78	60
Total assets		**1,094**	**640**	**845**
Liabilities				
Payables	6.1	27	18	21
Lease liabilities	6.2	1,012	494	696
Employee benefits	6.3	543	391	381
Provisions	6.5	95	103	92
Other liabilities	6.6	–	4	–
Total liabilities		**1,677**	**1,010**	**1,190**
Net assets		**(583)**	**(370)**	**(345)**
Equity				
Accumulated funds		(583)	(370)	(345)
Total equity		**(583)**	**(370)**	**(345)**

This Statement of Financial Position should be read in conjunction with the accompanying notes. Budget information refers to original estimates.

Explanations of material variances between budget and actual outcomes are provided in Note 2 of the accompanying notes.

Statement of Cash Flows for the year ended 30 June 2026

	Notes	2026 Budget $'000	2026 Actual $'000	2025 Actual $'000
Cash flows from operating activities		**Inflows (Outflows)**	**Inflows (Outflows)**	**Inflows (Outflows)**
Cash inflows				
Appropriation receipts - operating		3,688	3,513	3,589
Appropriation receipts - other		175	175	–
GST receipts		120	134	80
Total cash inflows		**3,983**	**3,822**	**3,669**
Cash outflows				
Employee benefits		(2,843)	(2,438)	(2,469)
GST payments		(120)	(122)	(109)
Supplies and consumables		(306)	(496)	(481)
Finance costs		(60)	(26)	(5)
Other cash payments		(245}	(527)	(397}
Total cash outflows		**(3,574)**	**(3,609)**	**(3,461l**
Net cash from (used by) operating activities	8.2	**409**	**213**	**208**
Cash flows from financing activities				
Cash outflows				
Repayment of lease liabilities (excluding interest)	8.3	(396)	(202)	(237)
Total cash outflows		**(396)**	**(202)**	**(237)**
Net cash from/(used by) financing activities		**(396)**	**(202)**	**(237)**
Net increase/(decrease) in cash held and cash equivalents		**13**	**11**	**(30)**
Cash and cash equivalents at the beginning of the reporting period		**56**	**56**	**86**
Cash and cash equivalents at the end of the reporting period	8.1	**69**	**67**	**56**

This Statement of Cash Flows should be read in conjunction with the accompanying notes. Budget information refers to original estimates.

Explanations of material variances between budget and actual outcomes are provided in Note 2 of the accompanying notes.

Statement of Changes in Equity for the year ended 30 June 2026

	Accumulated Funds $'000	Total equity $'000
Balance as at 1 July 2025	**(345)**	**(345)**
Total comprehensive result	(25)	(25)
Total	**(25)**	**(25)**
Balance as at 30 June 2026	**(370)**	**(370)**

	Accumulated Funds $'000	Total equity $'000
Balance as at 1 July 2024	**(381)**	**(381)**
Total comprehensive result	36	36
Total	**36**	**36**
Balance as at 30 June 2025	**(345)**	**(345)**

This Statement of Changes in Equity should be read in conjunction with the accompanying notes.

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1. Commission Output Schedules

1.1 OUTPUT GROUP INFORMATION

The Commission has a single Output called Integrity Commission which fulfils all of its statutory responsibilities. The summary of budgeted and actual revenues and expenses for this Output are the same as in the Statement of Comprehensive Income. Therefore, the inclusion of a separate Output Schedule is not necessary.

2. Explanations of Material Variances between Budget and Actual Outcomes

Budget information refers to original estimates as disclosed in the 2025-26 Budget Papers.

Variances are considered material where the variance exceeds the greater of 10 per cent of Budget estimate and $100,000.

2.1 STATEMENT OF COMPREHENSIVE INCOME

	Note	2026 Budget $'000	2026 Actual $'000	Variance $'000	Variance %
Employee benefits	(a)	2,874	2,448	(426)	(15)
Supplies and consumables	(b)	681	473	(208)	(31)
Other expenses	(c)	245	535	290	>100

Notes to Statement of Comprehensive Income variances

A. Employee benefits costs were less than budget due to vacant positions resulting from the restructure. The resulting savings were partly offset by higher labour hire costs incurred to provide temporary resourcing and maintain business operations.

B. Supplies and consumables were less than budget. This is due to the variability of asset management, professional services, and travel expenditure each year. Professional services includes legal advice.

C. Other expenses include short-term labour hire to support the restructure which is partly offset by the underspend in Employee benefits as noted in (a), and security vetting for employees.

2.2 STATEMENT OF FINANCIAL POSITION

Budget estimates for the 2025-26 Statement of Financial Position were compiled prior to the completion of the actual outcomes for 2024-25. As a result, the actual variance from the Original Budget estimate will be impacted by the difference between estimated and actual opening balances for 2025-26. The following variance analysis therefore includes major changes between 2025-26 Budget to Actual balances and between the 30 June 2025 and 30 June 2026 actual balances.

	Note	2026 Budget $'000	2026 Actual $'000	2025 Actual $'000	Budget Variance $'000	Actual Variance $'000
Right-of-use assets	(a)	931	471	693	460	(222)
Lease liabilities	(a)	1,012	494	696	518	(202)
Employee benefits	(b)	543	391	381	152	10

Notes to Statement of Financial Position variances

A. The budget amount includes forward estimates of 5 years with assumption that the lease contract will be renewed once expired. The actual amount is based on the lease contract which will expire on 30 June 2028. The budget will be updated to reflect the actuals.

B. The Employee benefits were less than budget due to vacant positions resulting from the restructure.

2.3 STATEMENT OF CASH FLOWS

	Note	2026 Budget $'000	2026 Actual $'000	Variance $'000	Variance %
Employee benefits	(a)	(2,843)	(2,438)	405	(14)
Supplies and consumables	(b)	(306)	(496)	(190)	62
Other cash payments	(c)	(245)	(527)	(282)	>100
Repayment of lease liabilities (excluding interest)	(d)	(396)	(202)	194	(49)

Notes to Statement of Cash Flows variances

A. Employee benefits cash flows were less than budget due to vacant positions resulting from the restructure. The resulting savings were partly offset by higher labour hire costs incurred to provide temporary resourcing and maintain business operations.

B. Supplies and consumables are less than budget. This is due to the variability of asset management, professional services, and travel expenditure each year. Professional services includes legal advice.

C. Other cash payments include short-term labour hire to support the restructure as noted in (a), and security vetting for employees.

D. The budgeted amount over estimated the lease payments.

3. Revenue

Income is recognised in the Statement of Comprehensive Income when an increase in future economic benefits related to an increase in an asset or a decrease of a liability has arisen that can be measured reliably.

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers or AASB 1058 Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15.

3.1 REVENUE FROM GOVERNMENT

Appropriations, whether operating or capital, are recognised as revenues in the period in which the Commission gains control of the appropriated funds as they do not contain enforceable and sufficiently specific obligations as defined by AASB 15. Except for any amounts identified as carried forward, control arises in the period of appropriation.

Revenue from Government includes revenue from appropriations, unexpended appropriations rolled over under section 23 of the *Financial Management Act 2016* and Items Reserved by Law.

Section 23 of the Financial Management Act allows for an unexpended appropriation at the end of the financial year, as determined by the Treasurer, to be issued and applied from the Public Account in the following financial year. The amount determined by the Treasurer must not exceed five per cent of an Agency's appropriation for the financial year.

The Budget information is based on original estimates.

	2026 Budget $'000	2026 Actual $'000	2025 Actual $'000
Appropriation revenue - operating			
Current year	3,688	3,508	3,577
R083 Costs of Inquiries by Integrity Tribunal	–	5	12
Total	**3,688**	**3,513**	**3,589**
Revenue from Government - other			
Appropriation Rollover under section 23 of the *Financial Management Act 2016.*	175	175	–
Total	**175**	**175**	**–**
Total revenue from Government	**3,863**	**3,688**	**3,589**

4. Expenses

Expenses are recognised in the Statement of Comprehensive Income when a decrease in future economic benefits related to a decrease in an asset or an increase in a liability has arisen that can be measured reliably.

4.1 EMPLOYEE BENEFITS

Employee benefits include, where applicable, entitlements to wages and salaries, annual leave, sick leave, long service leave, superannuation and any other post-employment benefits.

(A) EMPLOYEE EXPENSES

	2026 $'000	2025 $'000
Wages and salaries	1,875	1,878
Annual leave	119	100
Long service leave	16	(8)
Sick leave	141	67
Superannuation - defined contribution schemes	291	288
Superannuation - defined benefit schemes	1	13
Other employee expenses	5	33
Total	**2,448**	**2,371**

Superannuation expenses relating to defined contribution schemes are paid directly to superannuation funds at a rate of 12 per cent (2024-25: 11.5 per cent) of salary, which is the Superannuation Guarantee rate set by the Australian Government. In addition, the commission is also required to pay into the Public Account a "gap" payment equivalent to 3.45 per cent (2024-25: 3.45 per cent) of salary in respect of employees who are members of contribution schemes.

Superannuation expenses relating to defined benefit schemes relate to payments into the Public Account. The amount of the payment is based on an employer contribution rate determined by the Treasurer, on the advice of the State Actuary. The current employer contribution is 12.95 per cent (2024-25: 12.95 per cent) of salary.

(B) REMUNERATION OF KEY MANAGEMENT PERSONNEL

2026	Short-term benefits		Long-term benefits		Termination benefits $'000	Total $'000
	Salary $'000	Other benefits[1] $'000	Superannuation $'000	Other benefits and long service leave $'000		
Key management personnel						
Robert Hay, Chief Commissioner (from 10 Nov 2025)	102	–	12	–	–	114
Greg Melick, Chief Commissioner (to 16 Aug 2025)	18	–	2	–	–	20
Ellen McKenzie, Chief Executive Officer	241	27	32	7	–	307
Glenn Frame, Board Member	16	–	2	–	–	18
Phil Foulston, Board Member	16	–	2	–	–	18
Gary Arnold, Board Member (from 21 Oct 2025)	10	–	1	–	–	11
Total	**403**	**27**	**51**	**7**	**–**	**488**

2025	Short-term benefits		Long-term benefits		Termination benefits $'000	Total $'000
	Salary $'000	Other benefits[1] $'000	Superannuation $'000	Leave benefits[2] $'000		
Key management personnel						
Greg Melick, Chief Commissioner	141	–	17	–	–	158
Ellen McKenzie, Chief Executive Officer (commenced 13 January 2025)	111	10	13	8	–	142
Michael Easton, Chief Executive Officer (to 2 July 2024)[3]	(6)	–	6	(40)	40	–
Luppo Prins, Board Member (to 25 Sep 2024)	4	–	1	–	–	5
Robert Winter, Board Member	16	–	2	–	–	18
Phil Foulston, Board Member	16	–	2	–	–	18
Glenn Frame, Board Member (from 9 Sep 2024)	13	–	1	–	–	14
Acting Key management personnel						
Julia Hickey, Acting Chief Executive Officer (to 12 Jan 2025)	81	2	10	–	–	93
Sarah Frost, Acting Chief Executive Officer (to 12 Jan 2025)	83	2	10	–	–	95
Total	**459**	**14**	**62**	**(32)**	**40**	**543**

[1] Other includes car and car parking benefits.

[2] Leave Benefits include movements in long service leave and annual leave.

[3] The negative salary amount in 2025 reflects the reversal of accrued salaries recognised in 2024. As employment had ceased prior to the 2025 accrual period, no salary accrual was required for 2025.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the agency, directly or indirectly.

Integrity Commission Board and Chief Executive Officer

The Integrity Commission Board and Chief Executive Officer comprise the key management personnel at the Integrity Commission. The Board is chaired by the Chief Commissioner and has three appointed members.

Details of the Commission's remuneration arrangements for its key management personnel are as follows:

- The remuneration policy is in line with Senior Executive Service arrangements for the Chief Executive Officer, and instruments of appointment pursuant to and in accordance with sections 14 and 15 of *the Integrity Commission Act 2009* for the Chief Commissioner and the appointed Board members.
- In the case of the Chief Commissioner and the Chief Executive Officer, contractual arrangements allow for the provision of a motor vehicle, superannuation contributions, car parking and reimbursement of reasonable expenses incurred on official business. Contractual arrangements allow for reimbursement for appointed Board members of reasonable expenses incurred on official business.
- The Chief Executive Officer has elected to receive a car allowance in lieu of a motor vehicle and does not use the Commission car park.
- When members of key management personnel are unable to fulfil their duties, consideration is given to appointing other members of senior staff to their position during their period of absence. Individuals are considered members of key management personnel when acting arrangements are for a consecutive period of more than one month. Termination benefits include all forms of benefit paid or accrued as a consequence of termination, including annual leave and long service leave paid out on termination.

Related Party Transactions

There are no significant related party transactions requiring disclosure.

4.2 DEPRECIATION AND AMORTISATION

All applicable Non-financial assets having a limited useful life are systematically depreciated or amortised over their useful lives in a manner which reflects the consumption of their service potential. The Commission makes a judgement that all of its assets are consumed in an equal pattern over their useful life, and as a result depreciation and amortisation are provided for on a straight line basis, using lives which are reviewed annually.

The depreciable amount of improvements to or on leaseholds is allocated progressively over the estimated useful lives of the improvements or the unexpired period of the lease, whichever is the shorter. The unexpired period of a lease includes any option period where exercise of the option is reasonably certain.

The useful lives of each class of asset are as follows:

RIGHT-OF-USE ASSETS

A right-of-use asset is a lessee's right to use an asset over the life of a lease. The Commission has entered into a leasing arrangement for its premises at 199 Macquarie St for a period of 37 months, to be amortised over the period of the lease. Refer also to note 5.3.

(A) DEPRECIATION

	Major depreciation period	2026 $'000	2025 $'000
Leasehold improvements - depreciation	14 years	–	5
Right-of-use assets - depreciation	3 years	251	228
Total depreciation		**251**	**233**

4.3 SUPPLIES AND CONSUMABLES

	2026 $'000	2025 $'000
Audit fees - external financial audit	17	16
Audit fees - internal audit	–	2
Motor vehicle leases	–	1
Consultants	112	69
Property services	35	25
Communications	18	18
Information technology	191	280
Travel and transport	32	46
Printing	6	13
Personnel expenses	16	22
Plant and equipment	10	8
Office requisites	2	2
Other supplies and consumables	14	40
Total	**453**	**541**

Audit fees paid or payable to the Tasmanian Audit Office for the audit of the Commission's financial statements were $17,000 ($16,000 for 2024-25).

Consultants relates to ICT and HR Consultants and Legal Advice expenditure.

Refer to note 6.2 for breakdown of lease expenses and other lease disclosures.

4.4 FINANCE COSTS

All finance costs are expensed as incurred using the effective interest method.

	2026 $'000	2025 $'000
Interest on lease liabilities	26	5
Total finance costs	**26**	**5**

4.5 OTHER EXPENSES

Expenses from activities other than those identified above are recognised in the Statement of Comprehensive Income when a decrease in future economic benefits related to a decrease in an asset or an increase in a liability has arisen that can be measured reliably.

	2026 $'000	2025 $'000
Salary on-costs	30	24
Corporate support provided by the Department of Justice	302	298
Legal costs	–	30
Other expenses	203	50
Total	**535**	**402**

5. Assets

Assets are recognised in the Statement of Financial Position when it is probable that the future economic benefits will flow to the Commission and the asset has a cost or value that can be measured reliably.

5.1 RECEIVABLES

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Receivables are held with the objective to collect the contractual cash flows and are subsequently measured at amortised cost using the effective interest method. Any subsequent changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process. An allowance for expected credit loss is based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate.

For trade receivables, a simplified approach in calculating expected credit losses is applied, with a loss allowance based on lifetime expected credit losses recognised at each reporting date. The Commission has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

The only receivables recognised by the Commission at 30 June 2026 (and 30 June 2025) relate to GST credits receivable from the ATO.

	2026 $'000	2025 $'000
Tax assets	24	36
Total	**24**	**36**
Settled within 12 months	24	36
Total	**24**	**36**

As the Commission does not generally have trade receivables, only Tax assets in any given year, there is no expected impairment or credit loss on those receivables.

5.2 LEASEHOLD IMPROVEMENTS AND EQUIPMENT

(i) Valuation basis

All Non-current physical assets are recorded at historic cost less accumulated depreciation and impairments if any.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The costs of self-constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the asset to a working condition for its intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment. All assets within a class of assets are measured on the same basis.

When parts of an item of equipment have different useful lives, they are accounted for as separate items (major components) of leasehold improvements and equipment.

(ii) Subsequent costs

The cost of replacing part of an item of leasehold improvements and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Commission and its costs can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of day-to-day servicing of leasehold improvements and equipment are recognised in profit or loss as incurred.

(i) Asset recognition threshold

The asset capitalisation threshold adopted by the Commission for non-current physical assets is $10,000. Assets acquired at a cost of less than $10,000 are charged to the Statement of Comprehensive Income in the year of purchase (other than where they form part of a group of similar items which are material in total).

(A) CARRYING AMOUNT

	2026 $'000	2025 $'000
Leasehold improvements and equipment		
At cost	583	583
Less: Accumulated depreciation	(583)	(583)
Total Leasehold improvements	**–**	**–**
Total Leasehold Improvements and Equipment	**–**	**–**

(B) RECONCILIATION OF MOVEMENTS

2026	Total $'000
Carrying amount at 1 July	**–**
Depreciation expense	–
Carrying amount at 30 June	**–**

2025	Total $'000
Carrying amount at 1 July	**5**
Depreciation expense	(5)
Carrying amount at 30 June	**–**

5.3 RIGHT-OF-USE ASSETS

AASB 16 requires the Commission to recognise a right-of-use asset, where it has control of the underlying asset over the lease term. A right-of-use asset is measured at the present value of initial lease liability, adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site. Right-of-use assets include assets in respect of leases previously treated as operating leases under AASB 117, and therefore not recognised on the Statement of Financial Position.

The Commission has elected not to recognise right-of-use assets and lease liabilities arising from short-term leases, rental arrangements for which the Department of Treasury and Finance has substantive substitution rights over the assets and leases for which the underlying asset is of low-value. Substantive substitution rights relate primarily to office accommodation. An asset is considered low-value when it is expected to cost less than $10,000.

Right-of-use assets are depreciated over the shorter of the asset's useful life and the term of the lease. Where the Commission obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the Commission will exercise a purchase option, the Commission depreciates the right-of-use asset over its useful life.

2026	Total $'000
Carrying value at 1 July	**693**
Additions	–
Increase (decrease) - reassess lease liability of CPI and future lease payments	21
Increase (decrease) - make good provision	8
Depreciation	(251)
Carrying value at 30 June	**471**

2025	Total $'000
Carrying value at 1 July	**217**
Additions	–
Increase (decrease) - reassess lease liability of CPI	(2)
Increase (decrease) - reassess lease liability of revised lease term	713
Increase (decrease) - make good provision	(7)
Depreciation	(228)
Carrying value at 30 June	**693**

The Commission reassessed the lease liability on a yearly basis to reflect actual CPI inflation and after-market rent reviews.

5.4 INTANGIBLE ASSETS

An intangible asset is recognised where:

- it is probable that an expected future benefit attributable to the asset will flow to the Commission; and
- the cost of the asset can be reliably measured.

Intangible assets held by the Commission are valued at cost less any subsequent accumulated amortisation and any subsequent accumulated impairment losses.

(A) CARRYING AMOUNT

	2026 $'000	2025 $'000
Intangible assets		
At cost	261	261
Accumulated amortisation	(261)	(261)
Total Intangible assets	–	–

5.5 OTHER ASSETS

Other assets comprises of prepayments. Prepayments relate to actual transactions that are recorded at cost with the asset at balance date representing the un-utilised component of the prepayment.

	2026 $'000	2025 $'000
Other current assets		
Prepayments	78	60
Total	**78**	**60**
Utilised within 12 months	78	60
Total other assets	**78**	**60**

6. Liabilities

Liabilities are recognised in the Statement of Financial Position when it is probable that an outflow of resources embodying economic benefits will result from the settlement of a present obligation and the amount at which the settlement will take place can be measured reliably.

6.1 PAYABLES

Payables, including goods received and services incurred but not yet invoiced, are recognised at amortised cost, which due to the short settlement period, equates to face value, when the Commission becomes obliged to make future payments as a result of a purchase of assets or services.

	2026 $'000	2025 $'000
Accrued expenses	18	21
Total	**18**	**21**
Settled within 12 months	18	21
Total	**18**	**21**

Settlement is usually made within 30 days.

6.2 LEASE LIABILITIES

A lease liability is measured at the present value of the lease payments that are not paid at that date. The discount rate used to calculate the present value of the lease liability is the rate implicit in the lease. Where the implicit rate is not known and cannot be determined the Tascorp indicative lending rate including the relevant administration margin is used.

The Commission has elected not to recognise right-of-use assets and lease liabilities arising from short-term leases, rental arrangements for which the Department of Treasury and Finance has substantive substitution rights over the assets and leases for which the underlying asset is of low-value. Substantive substitution rights relate primarily to office accommodation. An asset is considered low-value when it is expected to cost less than $10,000.

The Commission has entered into the following leasing arrangements:

Class of right-of-use asset	Details of leasing arrangements
Building	Office Accommodation at 199 Macquarie Street, Hobart

The Commission's leasing arrangement is for three years, one month. The Commission makes a number of assumptions regarding CPI and interest rates which it uses to calculate the present value of the lease liability. The commission has exercised its option to renew the lease for a further term of three years and one month commencing from the 1st June 2025 and terminating on the 30th June 2028 with no option to renew the Renewed Lease. The Commission retains a provision for lease make-good which is included in note 6.5.

	2026 $'000	2025 $'000
Current		
Lease liabilities	242	222
Non-current		
Lease liabilities	252	474
Total	**494**	**696**

Maturity analysis of lease liabilities

	2026 $'000	2025 $'000
One year or less	259	248
From one to five years	259	496
Total	**518**	**744**

The lease liability in the maturity analysis is presented using undiscounted contractual amounts before deducting finance charges.

The following amounts are recognised in the Statement of Comprehensive Income.

	2026 $'000	2025 $'000
Current		
Interest on lease liabilities in note 4.4	26	5
Lease expenses included in note 7.1: Short term and/or low-value leases	41	12
Net expenses from leasing activities	**67**	**17**

6.3 EMPLOYEE BENEFITS

Key estimate and judgement

Liabilities for wages and salaries and annual leave are recognised when an employee becomes entitled to receive a benefit. Those liabilities expected to be realised within 12 months are measured as the amount expected to be paid. Other employee entitlements are measured as the present value of the benefit at 30 June, where the impact of discounting is material, and at the amount expected to be paid if discounting is not material. The Commission makes an assumption that all staff annual leave balances less than 20 days will be settled within 12 months, and therefore valued at nominal value, and balances in excess of 20 days will be settled in greater than 12 months and therefore calculated at present value.

A liability for long service leave is recognised and is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. The Commission makes a number of assumptions regarding the probability that staff who have accrued long service leave but are ineligible to take it will remain with the Commission long enough to take it. For those staff eligible to take their long service leave, the Commission assumes that they will utilise it evenly over the following ten years. All long service leave that will be settled within 12 months is calculated at nominal value and all long service leave that will be settled in greater than 12 months is calculated at present value.

	2026 $'000	2025 $'000
Accrued salaries	85	63
Annual leave	103	95
Long service leave	162	180
Superannuation	41	43
Total	**391**	**381**
Expected to settle wholly within 12 months	188	169
Expected to settle wholly after 12 months	203	212
Total	**391**	**381**

6.4 SUPERANNUATION

(i) Defined contribution schemes

A defined contribution scheme is a post-employment benefit scheme under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution schemes are recognised as an expense when they fall due.

(ii) Defined benefit schemes

A defined benefit scheme is a post-employment benefit scheme other than a defined contribution scheme.

Key estimate and judgement

The Commission does not recognise a liability for the accruing superannuation benefits of Commission employees. This liability is held centrally and is recognised within the Finance General Division of the Department of Treasury and Finance.

6.5 PROVISIONS

A provision arises if, as a result of a past event, the Commission has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a rate that reflects current market assessments of the time value of money and the risks specific to the liability. Any right to reimbursement relating to some or all of the provision is recognised as an asset when it is virtually certain that the reimbursement will be received.

	2026 $'000	2025 $'000
Provision for lease make-good	103	92
Total	**103**	**92**
Utilised in more than 12 months	103	92
Total	**103**	**92**

The lease make-good provision provides for work to be carried out at the expiry of the lease period in 2028, to restore the current premises to the original condition prior to fit out by the Commission. This provision is measured at present value.

6.6 OTHER LIABILITIES

	2026 $'000	2025 $'000
Employee benefit liabilities - on-costs		
Workers compensation premiums	4	–
Total	**4**	**–**
Expected to settle wholly within 12 months	1	–
Expected to settle wholly after 12 months	3	–
Total	**4**	**–**

Employee benefit liabilities on-costs comprise workers compensation premiums associated with employee benefit liabilities. The liability is recognised when the related employee benefit obligation is recognised and is measured in accordance with workers compensation premium rates applicable at the reporting date.

7. Commitments and Contingencies

7.1 SCHEDULE OF COMMITMENTS

The Commission had entered into a number of operating lease agreements for property, plant and equipment, where the lessors effectively retain all the risks and benefits incidental to ownership of the items leased. Equal instalments of lease payments were charged to the Statement of Comprehensive Income over the lease term, as this is representative of the pattern of benefits to be derived from the leased property.

Leases are recognised as right-of-use assets and lease liabilities in the Statement of Financial Position, excluding short term leases and leases for which the underlying asset is of low value, which are recognised as an expense in the Statement of Comprehensive Income.

	2026 $'000	2025 $'000
By type		
Lease Commitments		
Short-term and/or low-value leases	41	12
Motor vehicle	–	1
Total lease commitments	**41**	**13**
Other commitments		
Office cleaning contract	8	24
Other Commitments	101	121
Total other commitments	**109**	**145**
By maturity		
Operating lease commitments		
One year or less	13	7
From one to five years	28	6
Total other commitments	**41**	**13**
Other commitments		
One year or less	**72**	**65**
From one to five years	**37**	**80**
Total other commitments	**109**	**145**
Total	**150**	**158**

The Operating Lease commitments include minor information technology equipment leases and motor vehicle lease which is owned and managed by Treasury. The Commission paid a monthly payment to the Department of Treasury and Finance via the Government's fleet manager for use of the vehicle in 2025 but no longer has the vehicle.

The Commission has entered into operating lease agreements for equipment, where the lessors effectively retain all the risks and benefits incidental to ownership of the items leased. Equal instalments of lease payments are charged to the Statement of Comprehensive Income over the lease term, as this is representative of the pattern of benefits to be derived from the equipment. All amounts shown are inclusive of GST where applicable.

7.2 CONTINGENT ASSETS AND LIABILITIES

Contingent assets and liabilities are not recognised in the Statement of Financial Position due to uncertainty regarding the amount or timing of the underlying claim or obligation.

(A) QUANTIFIABLE CONTINGENCIES

A quantifiable contingent asset is a possible asset that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

A quantifiable contingent liability is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity; or a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation.

The Commission has no contingent assets or liabilities as at 30 June 2026.

8. Cash Flow Reconciliation

Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in the Special Deposits and Trust Fund, being short term of three months or less and highly liquid. Deposits are recognised at amortised cost, being their face value.

The Commission has an overdraft facility on its account to allow for the delay in receiving reimbursement for GST payments from the Australian Taxation Office.

8.1 CASH AND DEPOSITS

Cash and deposits include the balance of the Financial Management Account held by the Commission within the Public Account.

	2026 $'000	2025 $'000
Special Deposits and Trust Fund balance		
S527 Integrity Commission Operating Account	67	56
Total cash and deposits	**67**	**56**

8.2 RECONCILIATION OF NET RESULT TO NET CASH FROM OPERATING ACTIVITIES

	2026 $'000	2025 $'000
Net result	(25)	37
Depreciation and amortisation	251	233
Decrease (increase) in Receivables	12	(29)
Decrease (increase) in Prepayments	(18)	68
Increase (decrease) in Employee entitlements	9	(100)
Increase (decrease) in Payables	(2)	(4)
Increase (decrease) in Provisions	(14)	4
Net cash from (used by) operating activities	**213**	**208**

8.3 RECONCILIATION OF LIABILITIES ARISING FROM FINANCING ACTIVITIES

Liabilities arising from financing activities are liabilities for which cash flows were, or future cash flows will be, classified in the Statement of Cash Flows as cash flows from financing activities.

2026	Lease Liabilities $'000
Balance as at 1 July 2025	**696**
Increase (decrease) - reassess lease liability of CPI	1
Changes from financing cash flows: Cash Repayments	(203)
Balance as at 30 June 2026	**494**

2025	Lease Liabilities $'000
Balance as at 1 July 2024	**222**
Increase (decrease) - reassess lease liability of CPI	(2)
Increase (decrease) - reassess lease liability of revised lease term	713
Changes from financing cash flows: Cash Repayments	(237)
Balance as at 30 June 2025	**696**

9. Financial Instruments

9.1 RISK EXPOSURES

(A) RISK MANAGEMENT POLICIES

The Commission has exposure to the following risks from its use of financial instruments:

- credit risk; and
- liquidity risk.

The Chief Executive Officer, with the advice of the Commission's Risk and Audit Committee, has overall responsibility for the establishment and oversight of the Commission's risk management framework. Risk management policies are continuing to be established to identify and analyse risks faced by the Commission, to set appropriate risk limits and controls, and to monitor risks and adherence to limits.

(B) CREDIT RISK EXPOSURES

Credit risk is the risk of financial loss to the Commission if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

Financial Instrument	Accounting and strategic policies (including recognition criteria and measurement basis)	Nature of underlying instrument (including significant terms and conditions affecting the amount. Timing and certainty of cash flows)
Financial Assets		
Receivables	Receivables are recognised at amortised cost, less any expected credit losses, however, due to the short settlement period, receivables are not discounted back to their present value.	Receivables recognised by the Commission at 30 June 2026 relate to GST receivable from the ATO.
Cash and deposits	Deposits are recognised at amortised cost, being their face value.	Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in the Special Deposits and Trust Fund. The Commission has an overdraft facility on its account to allow for the delay in receiving reimbursement for GST payments from the ATO.

The Commission had no financial assets at either balance date that were past due or impaired.

(C) LIQUIDITY RISK

Liquidity risk is the risk that the Commission will not be able to meet its financial obligations as they fall due. The Commission's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when they fall due.

Financial Instrument	Accounting and strategic policies (including recognition criteria and measurement basis)	Nature of underlying instrument (including significant terms and conditions affecting the amount. Timing and certainty of cash flows)
Financial Assets		
Payables	Payables are recognised at amortised cost, which due to the short settlement period, equates to face value, when the Commission becomes obliged to make future payments as a result of a purchase of assets or services.	Payables, including goods received and services incurred but not yet invoiced, arise when the Commission becomes obliged to make future payments as a result of a purchase of assets or services. As per Treasurer's Instruction FC-7, the Commission pays within suppliers' credit terms or within 14 days of the Commission receiving the invoice, whichever is shorter.
Lease Liabilities	Lease liabilities are measured at the present value of the lease payments that are not paid at that date.	The discount rate used to calculate the present value of the lease liability is the rate implicit in the lease. Where the implicit rate is not known and cannot be determined the Tascorp indicative lending rate including the relevant administration margin is used.

The following tables detail the undiscounted cash flows payable by the Commission by remaining contractual maturity for its financial liabilities. It should be noted that as these are undiscounted, totals may not reconcile to the carrying amounts presented in the Statement of Financial Position: Refer to notes 2.2(a), and 6.2 for further information in relation to lease liabilities.

Maturity analysis for financial liabilities							
2026	**1 Year $'000**	**2 Years $'000**	**3 Years $'000**	**4 Years $'000**	**5 Years $'000**	**Undiscounted Total $'000**	**Carrying Amount $'000**
Financial Liabilities							
Payables	18	–	–	–	–	18	18
Total	**18**	**–**	**–**	**–**	**–**	**18**	**18**

Maturity analysis for financial liabilities							
2025	**1 Year $'000**	**2 Years $'000**	**3 Years $'000**	**4 Years $'000**	**5 Years $'000**	**Undiscounted Total $'000**	**Carrying Amount $'000**
Financial Liabilities							
Payables	20	–	–	–	–	20	20
Total	**20**	**–**	**–**	**–**	**–**	**20**	**20**

9.2 CATEGORIES OF FINANCIAL ASSETS AND LIABILITIES

AASB 9 Carrying amount	2026 $'000	2025 $'000
Financial Assets		
Cash and cash equivalents	67	56
Receivables at amortised cost	24	36
Total	**91**	**92**
Financial Liabilities		
Financial liabilities measured at amortised cost	18	20
Total	**18**	**20**

The operating lease for rent of premises, previously expensed, is now recognised as a lease liability. Refer to note 6.2 for further information in relation to lease liabilities.

9.3 COMPARISON BETWEEN CARRYING AMOUNT AND NET FAIR VALUES OF FINANCIAL ASSETS AND LIABILITIES

2026	Carrying Amount 2026 $'000	Net Fair Value 2026 $'000	Carrying Amount 2025 $'000	Net Fair Value 2025 $'000
Financial Assets				
Cash in Special Deposits and Trust Fund	67	67	56	56
Receivables	24	24	36	36
Total Financial Assets	**91**	**91**	**92**	**92**
Financial Liabilities				
Accrued expenses	18	18	20	20
Total Financial Liabilities	**18**	**18**	**20**	**20**

Financial Assets

The net fair values of cash and non-interest bearing monetary financial assets approximate their carrying amounts.

The net fair value of receivables is recognised at amortised cost, less any impairment losses, however, due to the short settlement period, receivables are not discounted back to their present value.

Financial Liabilities

The net fair values for trade creditors are approximated by their carrying amounts.

9.4 NET FAIR VALUES OF FINANCIAL ASSETS AND LIABILITIES

2026	Net Fair Value Level 1 $'000	Net Fair Value Level 2 $'000	Net Fair Value Level 3 $'000	Net Fair Value Total $'000
Financial Assets				
Cash in Special Deposits and Trust Fund	67	–	–	67
Receivables	24	–	–	24
Total Financial Assets	**91**	**–**	**–**	**91**
Financial Liabilities				
Accrued expenses	18	–	–	18
Total Financial Liabilities	**18**	**–**	**–**	**18**

2025	Net Fair Value Level 1 $'000	Net Fair Value Level 2 $'000	Net Fair Value Level 3 $'000	Net Fair Value Total $'000
Financial Assets				
Cash in Special Deposits and Trust Fund	56	–	–	56
Receivables	36	–	–	36
Total Financial Assets	**92**	**–**	**–**	**92**
Financial Liabilities				
Accrued Expenses	20	–	–	20
Total Financial Liabilities	**20**	**–**	**–**	**20**

The recognised fair values of financial assets and financial liabilities are classified according to the fair value hierarchy that reflects the significance of the inputs used in making these measurements. The Commission uses various methods in estimating the fair value of a financial instrument. The methods comprise:

- Level 1 the fair value is calculated using quoted prices in active markets;
- Level 2 the fair value is estimated using inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices); and
- Level 3 the fair value is estimated using inputs for the asset or liability that are not based on observable market data.

10. Events Occurring After Balance Date

There have been no events subsequent to balance date which would have a material effect on the Commission's Financial Statements as at 30 June 2026.

11. Other Significant Accounting Policies and Judgements

11.1 OBJECTIVES AND FUNDING

The Integrity Commission (the Commission) was established by the *Integrity Commission Act 2009* and commenced operation on 1 October 2010 with its start-up phase commencing on 1 June 2010. The Commission's role is to improve the standard of conduct, propriety and ethics in the public sector through:

- Education and training to prevent misconduct and develop resistance to misconduct;
- Building the capacity of the public sector to prevent and address misconduct;
- Providing an effective mechanism for misconduct complaints to be addressed; and
- Promoting integrity by providing advice about issues of integrity and ethical conduct across the public sector and developing codes of conduct.

The Commission's primary focus, under its legislation, is on education, advice and prevention of public officer misconduct to strengthen the confidence of Tasmanians in the capacity of the State's public authorities to operate ethically and with propriety.

The Commission also deals with complaints of misconduct which, in some instances, may lead to investigations, and has the power to monitor and audit internal investigation processes conducted by public authorities.

The Commission is overseen by a Board that comprises the Chief Commissioner and three other members, with specialist expertise.

The Commission's activities are classified as controlled as they involve the use of assets, liabilities, revenues and expenses controlled or incurred by the Commission in its own right.

The Commission is funded through Parliamentary appropriations. The financial statements encompass all funds through which the Commission controls resources to carry on its functions.

11.2 BASIS OF ACCOUNTING

The Financial Statements were signed by the Chief Executive Officer and Director, Corporate Services on 15 September 2026.

The Financial Statements are a general purpose financial report and have been prepared in accordance with:

- Australian Accounting Standards (AAS) and Interpretations issued by the Australian Accounting Standards Board (AASB); and
- The Treasurer's Instructions issued under the provisions of the *Financial Management Act 2016*.

Compliance with the AAS may not result in compliance with International Financial Reporting Standards (IFRS), as the AAS include requirements and options available to not-for-profit organisations that are inconsistent with IFRS. The Commission is considered to be not-for-profit and has adopted some accounting policies under the AAS that do not comply with IFRS.

The Financial Statements have been prepared on an accrual basis and, except where stated, are in accordance with the historical cost convention. Material accounting policy information is consistent with the previous year except for those changes outlined in note 11.5.

The Financial Statements have been prepared on the basis that the Commission is a going concern. The continued existence of the Commission in its present form, undertaking its current activities, is dependent on Government policy and on continuing appropriations by Parliament for the Commission's administration and activities. It is also noted that, because the Commission is not funded for depreciation or to meet employee annual or long service leave not taken in the normal course of events, support will be required to fund asset replacements and leave entitlements as outlined.

The Commission has made no assumptions concerning the future that may cause a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

11.3 REPORTING ENTITY

The Financial Statements include all the controlled activities of the Commission.

11.4 FUNCTIONAL AND PRESENTATION CURRENCY

These Financial Statements are presented in Australian dollars, which is the Commission's functional currency.

11.5 CHANGES IN ACCOUNTING POLICIES

(A) IMPACT OF NEW AND REVISED ACCOUNTING STANDARDS

There were no new or revised Standards and Interpretations issued by the Australian Accounting Standards Board that have a material impact on the reporting of the Commission's operations for the current annual reporting period.

(B) IMPACT OF NEW AND REVISED ACCOUNTING STANDARDS YET TO BE APPLIED

There were no new or revised Standards and Interpretations issued by the Australian Accounting Standards Board that have a material impact on the reporting of the Commission's operations for the current annual reporting period.

11.6 FOREIGN CURRENCY

Transactions denominated in a foreign currency are converted at the exchange rate at the date of the transaction. Foreign currency receivables and payables are translated at the exchange rates current as at balance date.

11.7 COMPARATIVE FIGURES

Comparative figures have been adjusted to reflect any changes in accounting policy or the adoption of new standards.

Where amounts have been reclassified within the Financial Statements, the comparative statements have been restated.

11.8 BUDGET INFORMATION

Budget information refers to original estimates as disclosed in the 2025-26 Budget Papers.

11.9 ROUNDING

All amounts in the Financial Statements have been rounded to the nearest thousand dollars, unless otherwise stated. As a consequence, rounded figures may not add to totals.

11.10 COMMISSION TAXATION

The Commission is exempt from all forms of taxation except Fringe Benefits Tax and the Goods and Services Tax.

11.11 GOODS AND SERVICES TAX

Revenue, expenses and assets are recognised net of the amount of Goods and Services Tax (GST), except where the GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of GST. The net amount recoverable, or payable, to the ATO is recognised as an asset or liability within the Statement of Financial Position.

In the Statement of Cash Flows, the GST component of cash flows arising from operating, investing or financing activities which is recoverable from, or payable to, the ATO is, in accordance with the Australian Accounting Standards, classified as operating cash flows.

Principal Address and Registered Office

The Integrity Commission is located at:

Surrey House Level 2
199 Macquarie Street
Hobart TASMANIA 7000

Independent Auditor's Report

Audit Tasmania

Independent Auditor's Report

To the Members of Parliament

Integrity Commission

Report on the Audit of the Financial Statements

Opinion

I have audited the financial statements of Integrity Commission (the Commission), which comprises the statement of financial position as at 30 June 2026 and statements of comprehensive income, changes in equity and cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the statement of certification signed by the Chief Executive Officer.

In my opinion, the accompanying financial statements:

(a) present fairly, in all material respects, Commission's financial position as at 30 June 2026 and its financial performance and its cash flows for the year then ended

(b) are in accordance with the *Financial Management Act 2016* and Australian Accounting Standards.

Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Commission in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial statements in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

The *Audit Act 2008* further promotes the independence of the Auditor-General. The Auditor-General is the auditor of all Tasmanian public sector entities and can only be removed by Parliament. The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Chief Executive Officer for the Financial Statements

The Chief Executive Officer is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, and the financial reporting requirements of Section 42 (1) of the *Financial Management Act 2016*. This responsibility includes such internal control as determined necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Commission is to be dissolved by an Act of Parliament, or the Commissioner intends to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Commission's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Chief Executive Officer.
- Conclude on the appropriateness of the Chief Executive Officer's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission's ability to continue as a going concern. If I conclude that

a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusion is based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Commission to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Chief Executive Officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Chloe Bellchambers
Director
Delegate of the Auditor-General

16 September 2026
Hobart

Appendix A. Summaries of Assessments and Investigations Completed

Investigations

PROTEUS I, II, AND III

Sector	**Local government**
Respondent level	**Designated public officer**
Principal allegation(s)	**Improper behaviour**
Investigation Proteus considered an alleged improper request for an ex-gratia payment by a councillor.	
Outcome	**Refer to the principal officer of the public authority and the relevant responsible Minister, being the Minister for Local Government.**

OLYMPUS

Sector	**State Service Agency**
Respondent level	**Designated public officer**
Principal allegation(s)	**Improper behaviour; Conflict of interest**
Investigation Olympus considered allegations that a senior public officer had misused his public position. The misuse of position was alleged to have been both to financially benefit a company owned by the public officer and also in connection with the onboarding of contractors from the company within the Agency.	
Outcome	**Refer to the principal officer of the public authority and the relevant responsible Minister, being the Minister for Local Government.**

Assessments

ELDERSLIE

Sector	**Local government**
Respondent level	**Designated public officer; Designated public**
Principal allegation(s)	**Misuse of information**
Assessment Elderslie considered an allegation about the disclosure of private information. The complaint was dismissed on the basis that investigating it would be an unjustifiable use of resources given the lack of available evidence.	
Outcome	**Dismiss**

GABLES

Sector	**State Service Agency**
Respondent level	**Designated public officer; Designated public officer**
Principal allegation(s)	**Conflict of interest**
Assessment Gables considered allegations of undeclared and/or unmanaged conflicts of interest involving the engagement of external contractors, as well as an alleged failure to follow established government procurement processes in awarding contracts. The complaint was dismissed on the basis that investigating it would be an unjustifiable use of resources because the available evidence did not support any potential allegations of misconduct.	
Outcome	**Dismiss**

VIEW

Sector	**Statutory Authority**
Respondent level	**Designated public officer**
Principal allegation(s)	**Misuse of public resources**
Assessment View considered allegations regarding the misuse of public resources for a grant and the failure to report that grant. The complaint was dismissed on the basis that investigating it would be an unjustifiable use of resources. It was not considered to be in the public interest to investigate the matter because it had been previously investigated and appropriately dealt with.	
Outcome	**Dismiss**

HULL

Sector	**Tasmania Police**
Respondent level	**Designated public officer**
Principal allegation(s)	**Failure to act professionally, or with care and diligence, or uphold Agency principles**
Assessment Hull considered an allegation that an inspector inadequately dealt with a complaint submitted to Tasmania Police. The complaint was dismissed on the basis that it lacked substance or credibility.	
Outcome	**Dismiss**

KEEL

Sector	**State Service Agency**
Respondent level	**Public officer; Public officer**
Principal allegation(s)	**Disrespect/harassment/victimisation/discrimination**
Assessment Keel considered allegations relating to the handling of safety concerns, workers' compensation matters, workplace access, reasonable adjustments and employment-related decision-making. The complaint was dismissed on the basis that investigating it would be an unjustifiable use of resources, as there was no evidence of misconduct and the involved officers were no longer State Service employees.	
Outcome	**Dismiss**

DIAL

Sector	**State Service Agency; Tasmania Police**
Respondent level	**Designated public officer; Designated public officer; Designated public officer**
Principal allegation(s)	**Misuse of public resources; Conflict of interest**
Assessment Dial considered allegations of a pre-determined outcome for a tender process. The complaint was dismissed on the basis that the Integrity Commission did not have jurisdiction, investigating the matter would be an unjustifiable use of resources as it was being appropriately dealt with by another integrity entity, and there was no evidence of misconduct.	
Outcome	**Dismiss**

LUNCHEON

Sector	**Tasmania Police; State Service Agency**
Respondent level	**Designated public officer; Public officer**
Principal allegation(s)	**Misuse of power/authority**
Assessment Luncheon considered allegations that numerous officers from Tasmania Police and a State Service Agency employee misused their power and were negligent. The complaint was dismissed on the basis that it lacked substance, as there was no evidence of misconduct.	
Outcome	**Dismiss**

MARIAN

Sector	**Local government**
Respondent level	**Designated public officer; Designated public officer**
Principal allegation(s)	**Conflict of interest**
Assessment Marion considered allegations of an undeclared and/or unmanaged conflict of interest in recruitment, and improperly suspended staff as a result of internal complaints raised. The complaint was dismissed on the basis that it would not be in the public interest to investigate, noting the matter was being dealt with by the Fair Work Commission.	
Outcome	**Dismiss**

NATONE

Sector	**Tasmania Police**
Respondent level	**Unknown**
Principal allegation(s)	**Dishonest or improper behaviour**
Assessment Natone considered allegations of a decision by senior public officers not to proceed with an investigation to protect the Tasmania Police brand. The complaint was dismissed on the basis that it lacked substance or credibility, and the misconduct was unsubstantiated.	
Outcome	**Dismiss**

WATERVIEW

Sector	**Tasmania Police; State Service Agency**
Respondent level	**Designated public officer; Designated public officer**
Principal allegation(s)	**Conflict of interest**
Assessment Waterview considered allegations of an undeclared and/or unmanaged conflict of interest. The complaint was dismissed on the basis it would be an unjustifiable use of resources to investigate as there was no evidence of misconduct.	
Outcome	**Dismiss**

OAKMOUNT

Sector	**Local government**
Respondent level	**Public officer; Public officer; Public officer; Public officer**
Principal allegation(s)	**Dishonest or improper behaviour**
Assessment Oakmount considered allegations of dishonest or improper behaviour and a failure to conduct an impartial and balanced investigation. The complaint was dismissed on the basis that it would not be in the public interest to investigate as the matter was being dealt with by the Fair Work Commission. However, the Commission provided feedback to the public authority on the handling and investigation of the matter.	
Outcome	**Dismiss**

Integrity Commission Tasmania