

From: [Glyn Davis & Gordon de Brouwer](#)
To: s22
Subject: A message to you from PM&C Secretary Davis and APS Commissioner de Brouwer
Date: Monday, 10 July 2023 2:45:39 PM

Having trouble viewing this email? [View Online](#)

All staff message Secretary Davis and Commissioner de Brouwer



Colleagues

We would like to talk with you about the release last Friday of the findings from the Royal Commission into the Robodebt Scheme.

We want you to know the Australian Public Service takes the Royal Commission's findings seriously.

We are committed to working through the findings in an open and constructive way with you—the APS—and with the Australian public.

We know the vast majority of public servants are committed to providing quality advice and dedicated service consistent with the APS values and code of conduct. Australians see the important and meaningful work that you and your agencies do every day, and the professional and diligent way you do it.

Following the release of the report on Friday, a taskforce led by the Department of the Prime Minister and Cabinet, the Attorney-General's Department, and the Australian Public Service Commission will be established to support Ministers in preparing the Government's response.

Separate to this, the APSC will oversee an independent process to determine if public servants with adverse findings have breached the APS Code of Conduct. This process will be established under the APS Commissioner's powers in the Public Service Act 1999. It is designed to be fair, independent, and consistent.

The APSC has engaged Mr Stephen Sedgwick AO to exercise these powers as an Independent Reviewer. Mr Sedgwick will make inquiries and determinations about whether an individual referred for inquiry has breached the [APS Code of Conduct](#).

We will continue to talk with you about the Government's response and what it means for you. [Integrity](#) and stewardship are integral to the work of the APS, our responsibilities serving the community, and the trust the community places in us.

We echo the Prime Minister's thanks for the many public servants who assisted the Commission. We reiterate the continuing importance of an effective working relationship between the APS and the Government.

Thank you for your ongoing commitment to embodying the APS values in every aspect of your work.

We recognise this message and the Royal Commission's findings may have an impact. Support is available. We encourage you to contact your agency's Employee Assistance Program. Alternatively, the following services are available 24 hours a day, 7 days a week:

- [Beyond Blue Support Service](#) – Provides immediate, short-term counselling, advice and referral services. Phone 1300 224 636, [webchat](#), or search their [forum](#) for free.
- [Lifeline Crisis Support](#) – This is a confidential service providing you with support for when you feel overwhelmed, for when you have difficulty coping, or are thinking about suicide. Phone 13 11 14 or chat to a [crisis supporter online](#).
- [13YARN](#) – Provides crisis support for First Nations people. Phone 13 92 76 or view their services online at www.13yarn.org.au.

Professor Glyn Davis AC
Secretary
Department of the
Prime Minister and Cabinet

Dr Gordon de Brouwer
Australian Public Service Commissioner

Having trouble viewing this email? [View Online](#)

This email was sent by Australian Public Service Commission, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600, GPO Box 3176 CANBERRA ACT 2601 to s22 @donatelife.gov.au



THIS INFORMATION HAS BEEN RELEASED UNDER THE FREEDOM OF INFORMATION ACT 1982 BY THE ORGAN AND TISSUE AUTHORITY

Royal Commission into the Robodebt Scheme

The Robodebt scheme was an unlawful method of automated debt assessment and recovery implemented by Services Australia.

The Robodebt Royal Commission was established on 18 August 2022 to enquire into the establishment, design and implementation of the Robodebt scheme.

In the conduct of its enquiry, the Commission conducted 46 days of hearings, with appearances by more than 100 witnesses, hundreds of hours of evidence, thousands of exhibits, and nearly a million documents.

The Commission's report was delivered on 7 July 2023.



Royal Findings

The Royal Commission has found that “Robodebt was a crude and cruel mechanism, neither fair nor legal, and it made many people feel like criminals. In essence, people were traumatised on the off-chance they might owe money. It was a costly failure of public administration, in both human and economic terms”

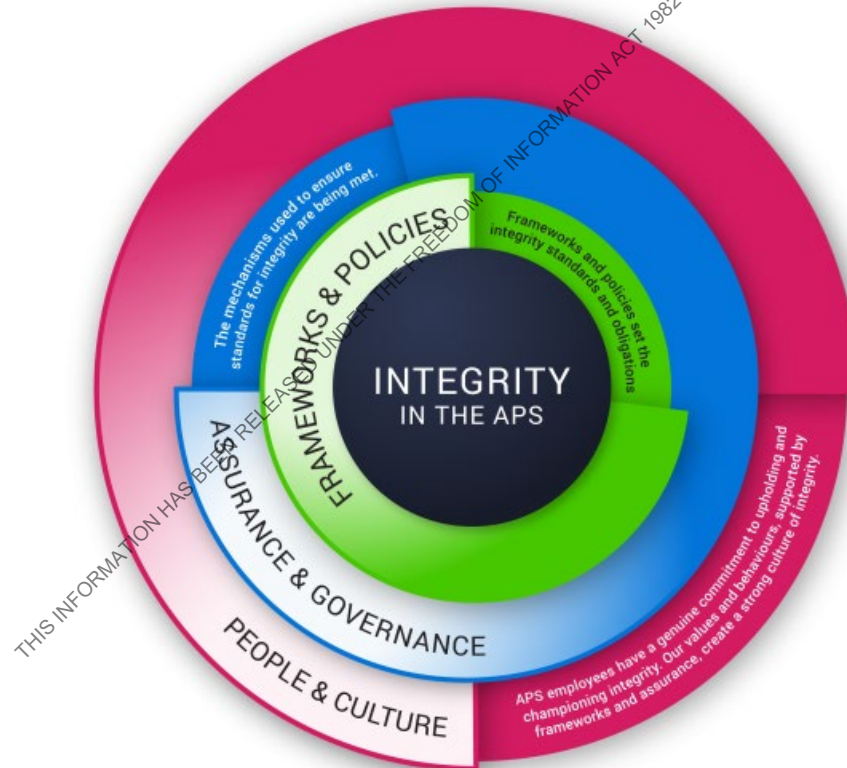
The three-volume, 990-page report, includes 57 recommendations – the culmination of hundreds of hours of evidence, thousands of exhibits, and nearly a million documents.

A sealed chapter recommends referrals of individuals for civil and criminal prosecution.



Integrity in the APS

"The pursuit of high standards of professionalism, which in turn means doing the right thing at the right time to deliver the best outcomes for Australia sought by the government of the day."



People & Culture

All APS employees and their agencies must have a genuine commitment to upholding and championing integrity.

Driven by:

- the APS Values
- Employment Principles
- Code of Conduct

Assurance & Governance

Some examples include:

- Agency reporting (e.g. Annual Report)
- Code of Conduct
- Anti-corruption and anti-fraud measures
- Investigations and enforcement
- Parliamentary oversight

Frameworks & Policies

Legislation

- Public Service Act
- APS Commissioner Directions
- PGPA Act 2013

Policies

- Corporate & HR policies
- Delegation instruments
- Risk and fraud controls
- Commonwealth Risk Management Policy
- Conflict of Interest Policies
- Gift Register

THIS INFORMATION HAS BEEN RELEASED UNDER THE FREEDOM OF INFORMATION ACT 1982 BY THE ORGAN AND TISSUE AUTHORITY

National Anti-Corruption Commission (NACC)

The NACC commenced operations on 1 July 2023.

[National Anti-Corruption Commission | Attorney-General's Department \(ag.gov.au\)](#)

THIS INFORMATION HAS BEEN RELEASED UNDER THE FREEDOM OF INFORMATION ACT 1982 BY THE ORGAN AND TISSUE AUTHORITY



From: [OTA Human Resources](#)
To: [DL OTA Organ and Tissue Authority BR](#)
Subject: Work with Purpose: Public service for public good [SEC=UNOFFICIAL]
Date: Monday, 28 August 2023 12:02:46 PM
Attachments: [~WRD3255.jpg](#)

[View this email in your browser](#)

Image removed by sender.

THIS INFORMATION HAS BEEN RELEASED UNDER THE FREEDOM OF INFORMATION ACT 1982 BY THE ORGAN AND TISSUE AUTHORITY

Hello Donate

As the Australian Public Service (APS) continues to drive its reform agenda, the importance of community engagement in addressing complex issues becomes increasingly evident. Recent challenges, such as robodebt and the relationship between the public sector and consultants, highlight the intricate balance between public good and how it connects to public service practice. But what exactly does 'public good' entail? And how can public servants ensure it remains at the forefront of their work?

In this episode of [Work with Purpose](#), we are joined by **Dr Millie Rooney**, social scientist and co-director of Australia reMADE, and **Dr Russell Ayres**, associate professor with the Centre for Environmental Governance at the University of Canberra. Together, they delve into the complexities of public service and the essence of

the public good. Drawing lessons from the unprecedented challenges of the 2019/2020 bushfires and the COVID-19 pandemic, our guests explore collective decision-making and question what truly shapes it. Tune in as they highlight the sometimes overlooked successes of the public service, the essential need for genuine community connections, and the nuanced relationship between public servants and politicians.

Discussed in this episode:

- The concept of 'public good' and its role in the public service
- The relationship between civil society organisations, communities, and public service perceptions
- Balancing responsiveness to government with community expectations and the current APS reform agenda
- Envisioning a future where the public good is central to public sector policies and programs.

Listen to the podcast on the [IPAA website](#). You can also listen by searching 'Work with Purpose' on [SoundCloud](#), [Spotify](#), [Google Podcast](#), [Apple Podcast](#) and [Stitcher](#).

LISTEN TO THE PODCAST



Dr Millie Rooney

Social scientist
Co-director
Australia reMADE



Dr Russell Ayres

Associate professor
Centre for Environmental Governance, University of Canberra

If you have any questions about this episode or the podcast series,
please email admin@act.ipaa.org.au.

Produced in a partnership between contentgroup and IPAA ACT
with the support of the Australian Public Service Commission.

Image removed by sender.



We acknowledge the Traditional Owners and Custodians of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to their Elders past, present and emerging.

CONNECT WITH IPAA ACT



© 2023 Institute of Public Administration Australia (IPAA) ACT, All rights reserved.

You are receiving this email as an IPAA ACT member or contact who has attended previous events or expressed interest in our program.

Our mailing address is:

Institute of Public Administration Australia (IPAA) ACT
Unit 4A, National Press Club
16 National Circuit
Barton, ACT 2600
Australia

[Add us to your address book](#)

[Update your preferences](#) or [Unsubscribe](#).



From: [OTA Human Resources](#)
To: [DL OTA Organ and Tissue Authority BR](#)
Subject: Future Leaders Summit | Register now! [SEC=UNOFFICIAL]
Date: Thursday, 28 September 2023 3:42:45 PM

[View online](#)



Dear Donate

Join us for this special [Future Leaders Summit and hackathon](#) supporting your leadership journey. In this two-in-one event, you will have the opportunity to learn more about adaptable leadership and explore how the public service can strengthen integrity in light of recent challenges.

Summit on 13 October (virtual and in person)

This Future Leaders Series Summit will help you master the art of adaptable leadership. You will explore how to influence at every level through dynamic discussions, an interactive masterclass (including a hackathon), and expert insights. The summit will equip you with the skills to navigate change, inspire teams, and drive success in an ever-evolving world within the public service.

Hackathon scenario (in person on 13 October, virtual on 18 October)

Trust, integrity, and pride are core issues across Australia's public services. Recent findings of the Royal Commission into Robodebt have had a tremendous impact on the lives of many Australians and have shaken those who are committed to the public good and public service. The hackathon will give you the opportunity to raise issues and discuss how the institution of the public service can improve in strengthening integrity of our institutions.

We're also offering a 10% discount for groups of 10 or more. Don't miss this special event! [Register now >>>](#)

PLEASE NOTE: If you purchase a virtual ticket, you will be attending the summit on 13 October and the virtual hackathon on 18 October, which runs

from 10am to 11.30am.



Dr Paul Porteous (Keynote)

Director

Centre for Social Leadership

University of Canberra



Dr Pamela Kinner (Masterclass)

Professor of Practice

Queensland University of Technology



Professor Garth Britton (Panelist)

Queensland University of Technology

WHEN

Friday 13 October 2023

9:00am - 3:00pm AEDT

VENUE

Museum of Australian

Democracy, members'

dining room 2 or Online

COST

In-person

Members - \$220

Non-members - \$330

Virtual

Members - \$65

Non-members - \$100

[Register now](#)

IPAA ACT acknowledges the Traditional Owners and Custodians of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to their Elders past, present and emerging.

CONNECT WITH IPAA ACT



This email was sent to HUMAN.RESOURCES@DONATELIFE.GOV.AU
[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)
Institute of Public Administration Australia (IPAA) ACT - Unit 4A, National Press Club - 16 National Circuit - Barton,
ACT 2600 - Australia

THIS INFORMATION HAS BEEN RELEASED UNDER THE FREEDOM OF INFORMATION ACT 1982 BY THE ORGAN AND TISSUE AUTHORITY

From: [OTA Human Resources](#)
To: [DL OTA Organ and Tissue Authority BR](#)
Subject: A message to all staff - APS Integrity Taskforce Report [SEC=OFFICIAL]
Date: Monday, 20 November 2023 10:36:06 AM

Having trouble viewing this email? [View Online](#)

All staff message Secretary Davis and Commissioner de Brouwer



Colleagues,

Today the Secretaries Board published the [APS Integrity Taskforce report 'Louder than Words: An APS Integrity Action Plan'](#).

Integrity is deeply important to our work in the public service. It underpins the trust of the Australian public, who rely on us to serve their interests and deliver the best outcomes for Australia.

The Secretaries Board is committed to promoting a pro-integrity culture where all staff feel confident to contribute ideas, provide frank and independent advice and report mistakes. In this spirit, Secretaries Board set up the APS Integrity Taskforce.

The Taskforce was asked to take a 'bird's-eye' view of the APS integrity landscape, to identify gaps and look for opportunities to learn from and build upon the important work already progressing across the service. The work of the Taskforce complements the Integrity pillar of the government's APS Reform agenda and the establishment of the National Anti-Corruption Commission. It is particularly pertinent in the context of the release of the [Government's Response to the Robodebt Royal Commission](#) this week.

We encourage all staff to reflect on how integrity shapes our work for the Australian public. The ['Integrity Good Practice Guide'](#) includes a range of practical examples of how you can contribute to a pro-integrity culture.

Work to implement the Taskforce's recommendations is already underway and will ensure we have the right frameworks in place to recruit and to recognise people whose behaviour is consistent with the public service values. A revised [SES Performance Leadership Framework](#) gives equal weighting to leadership behaviours as well as outcomes. The APS Academy's [Integrity Masterclass](#) is running regularly for SES leaders. There are also measures to focus on ensuring legality across APS practices and government policies, programs and services, reinforcing the importance of good recordkeeping, and enhanced contract management and procurement practices.

Thank you for your ongoing commitment to embodying the [APS Values](#) in every aspect of your work.

Professor Glyn Davis AC
Secretary
Department of the
Prime Minister and Cabinet

Dr Gordon de Brouwer PSM
Australian Public Service Commissioner

Links not working? [View Online](#)

This email was sent by Australian Public Service Commission, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600, GPO Box 3176 CANBERRA ACT 2601 to s22 [REDACTED] [@donatelife.gov.au](mailto:s22[REDACTED]@donatelife.gov.au)



THIS INFORMATION HAS BEEN RELEASED UNDER THE FREEDOM OF INFORMATION ACT 1982 BY THE ORGAN AND TISSUE AUTHORITY

From: [OTA Human Resources](#)
To: [DL Organ and Tissue Authority DIV](#)
Subject: IPAA Connect | Wrapping up 2023 [SEC=UNOFFICIAL]
Date: Wednesday, 20 December 2023 2:33:07 PM

[View this email in your browser](#)



Hi Donate

As we wrap up 2023, let's take a moment to look back at some highlights that made this year a memorable one for IPAA ACT. From events diving into data and digital skills and integrity to podcasts on neurodiversity in the public sector, we'd like to thank you for being at the heart of it all. We'd also like to thank our corporate partners for their support this year and look forward to working with them in 2024.

We're excited to see you in the new year and continuing our mission of promoting excellence and professionalism in Australia's public sector. We hope you have already added our [International Women's Day breakfast](#) on 27 February to your calendars.

The IPAA ACT office is closed from midday 22 December to Tuesday 2 January.

Have a restful break and a safe start to the new year,
The IPAA ACT team

Relive some of our events this year



2023 SPIRIT OF SERVICE AWARDS

The *Spirit of Service Awards* celebrated the dedication of public servants to creating positive change in Australian communities. After a year-long process of nominations and assessments, we unveiled the winners at the award ceremony in November. Keep an eye out for the return of the awards in 2024. [Watch the ceremony highlights >>>](#)



AUSTRALIAN GOVERNMENT DATA FORUM

We hosted the [Australian Government Data Forum 2023](#) in May, where thought leaders and academics from public and private sectors discussed how data can inform policymaking and program delivery. [Watch here >>>](#)

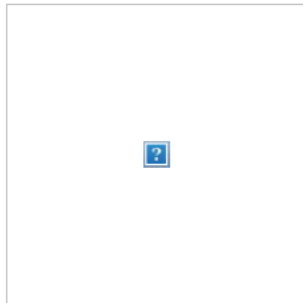
SECRETARY SERIES WITH DR GORDON DE BROUWER PSM FIPAA

Then newly appointed Australian Public Service Commissioner Dr Gordon de Brouwer PSM FIPAA spoke at our [Secretary Series](#) in June, sharing his vision for the future of the public service. [Watch here >>>](#)

THE CONTEMPORARY EXECUTIVE ASSISTANT

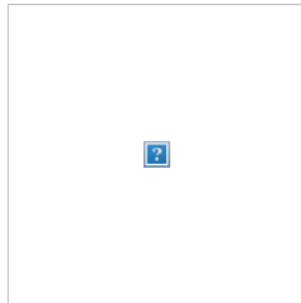
In September, we hosted an [EA Series event](#) with expert executive assistants who shared their personal experiences and insights to help other EAs thrive in their careers. [Watch here >>>](#)

Listen to most popular *Work with Purpose* episodes



Rebuilding trust and integrity after robodebt

In this episode, we examined the impact of robodebt, discussed how the public service might reinforce its values around integrity, and rebuild courage and pride in its work. [Listen here >>>](#)



Embracing neurodiversity in the public sector

How can public sector work environments be improved to better leverage the skills of neurodivergent staff? We delved into this question in this episode. [Listen here >>>](#)



How is Australia's public sector using generative AI?

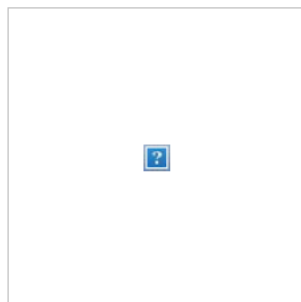
Explore the potential and challenges of using generative AI in the public sector with two experts in the field. [Listen here >>>](#)

Read on our top articles



What does it take to make a workplace psychologically safe?

[Read more >>>](#)



Putting collaboration at the core of public service

[Read more >>>](#)



Looking ahead: The future of First Nations community consultation

[Read more >>>](#)



In partnership with the APS Reform Office and contentgroup, we launched our new *Work with Purpose* spin-off series, **Public Sector Unearthed**, to showcase the stories of public servants who are achieving grassroots culture change and reform. [Tune in now >>>](#)



We recently launched our new website to better serve you! We worked with Supercurious to develop a new user experience, enabling you to navigate our content more easily and stay up to date with our events. [Visit our new website >>>](#)

CONNECT WITH IPAA ACT



We acknowledge the Traditional Owners and Custodians of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to their Elders past, present and emerging.

Copyright (C) 2023 Institute of Public Administration Australia (IPAA) ACT. All rights reserved.

You are receiving this email as an IPAA ACT member or contact who has attended previous events or expressed interest in our program.

Our mailing address is:

Institute of Public Administration Australia (IPAA) ACT Unit 4A, National Press Club 16 National Circuit Barton, ACT 2600 Australia

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe](#)

THIS INFORMATION HAS BEEN RELEASED UNDER THE FREEDOM OF INFORMATION ACT 1982 BY THE ORGAN AND TISSUE AUTHORITY