

Fraud and Corruption Control Policy

Owner Integrity Services

CHD/2022/4310

Last reviewed 12/11/2025

Version 2.02

1 Purpose

This policy and supporting documents outline the framework which guides employees to identify and respond to potential and actual risks of fraud and corruption and understand their obligations if an instance of fraud and/or corruption is suspected or identified.

This policy is supported by the following documents:

- [Fraud and Corruption Control Procedure](#)
- [Fraud and Corruption Control Plan](#)
- [Enterprise Risk Management Framework](#)
- [Enterprise Risk Management Policy](#) and [Procedure](#)

2 Statement

The department has zero tolerance for fraud and corruption and is committed to ensuring good governance and the ethical conduct of its workers. To assist in achieving these aims, a planned approach is required to prevent incidents of fraud and corruption that may affect the department's operations and reputation.

It is the responsibility of Queensland Government workers to report all cases of suspected fraud or corruption.

3 Scope

This policy applies to all persons who perform work for the department including:

EMPLOYEES

- permanent, fixed-term temporary, casual, full-time and part-time
- secondees from other agencies (including staffing approved under mobility and interchange arrangements)
- work placement staff (such as trainees, work experience students, cadets)
- non-executive employees engaged via contract
- senior officers, senior executives including fixed term and profile.

CONTRACTORS

- volunteers
- contractors

- sub-contractors
- consultants and
- their employees (including labour hire staff) who are engaged via contract or agreement.

Notes:

- a) *For application of this policy and/or procedure and supporting documents, the term 'worker' is used collectively to describe persons who perform work for the department.*
- b) *Any non-compliance action required for contractors (as noted above) will be undertaken in accordance with the arrangements specified in the engagement of contract or agreement and in certain circumstances may be reported to the Crime and Corruption Commission.*

4 Definitions

Word/Term/Acronym	Meaning
Agency	Refers to other Queensland State Government department/s and statutory body/ies.
Corrupt Conduct	As per Section 15 of the Crime and Corruption Act 2001 means: Type A - conduct of a person, regardless of whether the person holds or held an appointment, that— (a) adversely affects, or could adversely affect, directly or indirectly, the performance of functions or the exercise of powers of— (i) a unit of public administration; or (ii) a person holding an appointment; and (b) results, or could result, directly or indirectly, in the performance of functions or the exercise of powers mentioned in paragraph (a) in a way that - (i) is not honest or is not impartial; or (ii) involves a breach of the trust placed in a person holding an appointment, either knowingly or recklessly; or (iii) involves a misuse of information or material acquired in or in connection with the performance of functions or the exercise of powers of a person holding an appointment; and (c) would, if proved, be— (i) a criminal offence; or (ii) a disciplinary breach providing reasonable grounds for terminating the person's services, if the person is or were the holder of an appointment. Type B - conduct of a person, regardless of whether the person holds or held an appointment, that— (a) impairs, or could impair, public confidence in public administration; and (b) involves, or could involve, any of the following— (i) collusive tendering (ii) fraud relating to an application for a licence, permit or other authority under an Act with a purpose or object of any of the following (however described)— (A) protecting health or safety of persons

Word/Term/Acronym	Meaning
	(B) protecting the environment (C) protecting or managing the use of the State's natural, cultural, mining or energy resources (iii) dishonestly obtaining, or helping someone to dishonestly obtain, a benefit from the payment or application of public funds or the disposition of State assets (iv) evading a State tax, levy or duty or otherwise fraudulently causing a loss of State revenue (v) fraudulently obtaining or retaining an appointment; and (c) would, if proved, be— (i) a criminal offence; or (ii) a disciplinary breach providing reasonable grounds for terminating the person's services, if the person is or were the holder of an appointment.
Corruption	Dishonest activity in which a worker abuses their position of trust to achieve some personal gain or advantage for themselves or for another person or entity - acting contrary to the interests of the department.
Delegate	The Director-General and any employee occupying a position which has been authorised to make decisions, exercise powers and/or undertake functions that have been sub-delegated under legislation or a delegation instrument.
Department	The Queensland State Government (home) agency responsible for the governance of this policy document.
Fraud	Behaviour that is deceptive, dishonest, corrupt or unethical. It may cause actual or potential detriment to a person, department or agency, including theft of financial or other property by workers or other persons - including the deliberate falsification, concealment, or destruction of documentation intended for a normal business purpose, or the improper use of information or position for personal benefit.
Internal control	An existing process, policy, procedure, system, device, task or other action that is used to modify the likelihood or the consequence of the risk event occurring.
Misconduct	As per the Public Sector Act 2022 - inappropriate or improper conduct in an official capacity; OR inappropriate or improper conduct in a private capacity that reflects seriously and adversely on the department.
Public Interest Disclosure (PID)	As per Section 11-13 of the Public Interest Disclosure Act 2010 a disclosure about wrongdoing in the public sector that serves the public interest. For an allegation to be considered a public interest disclosure it must be: • public interest information about serious wrongdoing or danger • an appropriate disclosure • made to a proper authority.
Reprisal	Causing, attempting or conspiring to cause detriment to any person because, or in the belief, anybody has made, or may make, a PID or because the other person or someone else is, has been or intends to be involved in a proceeding under the PID.

5 Authority

[Code of Conduct for the Queensland Public Service](#)

[Crime and Corruption Act 2001](#)

[Financial Accountability Act 2009](#)

[Financial and Performance Management Standard 2019](#)

[Financial Management Practice Manual](#)

[Public Records Act 2023](#)

[Public Sector Act 2022](#)

[Public Sector Ethics Act 1994](#)

[Public Interest Disclosure Act 2010](#)

[Right to Information Act 2009](#)

[Information Privacy and Other Legislation Amendment Act 2023](#)

6 Principles

The application of this policy is defined, guided and supported by the following principles:

- 1 The department commits to the creation and maintenance of an ethical workplace by:
 - a) ensuring conduct throughout the department reflects the public service values
 - b) applying risk management principles and implementing appropriate controls and treatments to minimise fraud, corruption, misconduct
 - c) establishing clear lines of accountability for identified actions
 - d) ensuring effective internal fraud, corruption and misconduct risk assessment, monitoring and reporting mechanisms are implemented and communicated to workers and maintained
 - e) reporting on incidents of suspected fraud, corruption or misconduct to appropriate external entities
 - f) ensuring protection from reprisals is given to persons who make a public interest disclosure (PID) in accordance with the [Public Interest Disclosure Act 2010](#)
 - g) ensuring those involved in fraud, corruption or other misconduct do not benefit from such activity
 - h) implementing and maintaining a fraud awareness and corruption training program.
- 2 Risk management (including fraud and corruption risk management) will comply with the requirements of the [Financial and Performance Management Standard 2019](#) and the [Financial Accountability Act 2009](#).

7 Delegations

Delegations in relation to this document are to be exercised in accordance with the department's human resource delegations and/or financial management delegations.

Note: Delegation Schedules are reviewed on a regular basis to ensure they remain current and relevant to operational needs. It is recommended that delegate authority levels are confirmed prior to exercising any powers

8 Related documents

DEPARTMENTAL POLICY DOCUMENTS

[Corrupt Conduct Management Policy](#)

[Human Rights policy](#)

[Human Rights Complaints Procedure](#)

[Integrity Framework](#)

[Risk Management Policy and Procedure](#)

LEGISLATION

[Financial and Performance Management Standard 2019](#)

[Financial Accountability Act 2009](#)

[Industrial Relations Act 2016](#)

[Human Rights Act 2019](#)

[Crime and Corruption Act 2001 \(CC Act\)](#)

[Public Interest Disclosure Act 2010 \(PID Act\)](#)

[Criminal Code Act 1899](#)

DIRECTIVES AND CIRCULARS

[Discipline \(Directive 05/23\)](#)

[Workplace investigations \(Directive 01/24\)](#)

[Appeals \(Directive 04/23\)](#)

GOVERNMENT POLICY / GUIDELINES

[Managing Workplace Investigations: a practical guide for the Queensland public sector](#)

OTHER REFERENCES / RESOURCES

[CCC - Crime and Corruption Commission Queensland – Advice and Resources](#)

9 Complaints management

A person who is dissatisfied with, and is directly affected by, a service, action or decision made by the department, its staff or persons it has engaged to provide services may lodge a complaint in accordance with the [Public Sector Act 2022](#) and relevant departmental policies and procedures.

If a complainant is dissatisfied with any action taken by the department in relation to a complaint, and after they have exhausted all available avenues of review within the department as outlined in the [Complaints Management Policy](#), they can request for the department's decision to be reviewed by the [Queensland Ombudsman](#).

10 Employee grievances and appeals

An employee who is the subject of an administrative decision or action is entitled to lodge a complaint in accordance with the departmental [Employee Grievance Policy](#) and [Procedure](#) should they feel that the administrative decision is unfair or biased.

Employees who are unsatisfied with the outcome of their employee complaint may be entitled to lodge an appeal in accordance with [PSC Appeals Directive 04/23](#).

An appeal may be started by giving the Industrial Registrar an appeal notice. Further information on starting an appeal and appeal rights is available from the [Queensland Industrial Relations Commission](#) website.

11 Human rights considerations

This document is compatible with human rights under the [Human Rights Act 2019](#) because it limits a human right only to the extent that is reasonable and demonstrably justifiable in accordance with section 13 of that Act.

This document was last reviewed on 12/11/2025 to ensure actions and decisions under the policy are made in a manner compatible with human rights. Please note, when implementing this policy, departmental officers must still consider if any human rights are relevant to and likely to be impacted by a particular decision, and whether any limitation of human rights are reasonable and justified.

12 Superseded documents

This policy replaces:

- Fraud and Corruption Control Policy (Version 2.01) – JAN/2023

13 Date of effect and review

This policy and its supporting documents:

- come into effect from the date of delegate approval
- will be reviewed within two years of the approval date unless otherwise:
 - stipulated in statutory obligations
 - triggered by circumstances determined appropriate by the department.

14 Delegate approval

E-Signed:
ANDREW HOPPER Director-General Department of Sport, Racing and Olympic and Paralympic Games
Date: 12 November 2025

15 Governance process and version control

Version	Date	Author	Amendment Description	Action
1.00	25/07/2018	Governance, Performance and Risk	Corporate identify update to DITID	Endorsed by Delegate
1.01	18/09/2018	Governance, Performance and Risk	Updated links within the policy document	Endorsed by Delegate
1.02	10/04/2019	Governance, Performance and Risk	Minor update to document title and hyperlinks	Endorsed by Delegate
1.03	13/11/2019	Governance, Performance and Risk	Minor updates to template following department name change	Endorsed by Delegate
1.04	16/12/2019	Governance, Performance and Risk	Revision to a combined policy and procedure document, and to include Internal Audit Services' recommended changes	Endorsed by Delegate
1.05	30/01/2020	Governance, Performance and Risk	Revised to include feedback obtained during internal stakeholder consultation	Endorsed by Delegate
2.00	04/04/2022	Governance, Performance and Risk	Revised version	Approved by Director-General
2.01	03/01/2023	Integrity Services	Updates conducted to align with newly created Integrity Services Unit	Endorsed by Delegate
2.02	12/11/2025	Integrity Services	MOG alignment from DTS to DSROPG and update to reflect current structure of departmental policies	Approved by Director-General

16 Keywords

CHD/2022/4310; fraud; corrupt; conduct; wrongdoing; ethics; integrity; prevention; risks; corruption; control; misconduct