

Behaviours that incubate corruption

If you see something, say something

The office of the ICAC was established in 2018 to identify, investigate and prevent improper conduct, including corruption, misconduct and unsatisfactory conduct, in public administration.

Corruption, and other types of improper conduct, hurts everyone. It is not victimless, it fuels distrust in government and undermines the standing of the public sector. The scale and impact of corruption should not be underestimated. In cases oversights by state and territory anti-corruption agencies, hundreds of millions of dollars has been stolen from public sector agencies for the personal enrichment of a handful of corrupt officers and their networks.

When a colleague, supervisor, governance officer, or senior manager speaks up there is nowhere for corruption to hide. When the community remains vigilant and reports wrongdoing, corruption is unmasked.

Together, we can fight corruption and achieve a public sector free of corruption.

Look for these behaviours

There are a range of behaviours that enable corruption to take hold and flourish in public sector agencies. These patterns are not unique to any specific industry or agency. These recurrent behaviours form a powerful incubator for corruption:

- **An individual officer conceals or fails to disclose wrongdoing, including their involvement.**
- **Colleagues who suspect or witness the officer's conduct are reluctant or unwilling to report, including for fear of being punished.**
- **A supervisor fails to apply rigour and sufficient standards within their team. They are apathetic or unwilling to fully explore wrongdoing, or to consider the role (including the involvement or inaction) of other team members.**
- **Internal governance or complaints teams have ineffective systems for identifying and reporting corrupt conduct, including not adequately assessing evidence of corruption. They focus on individual behaviour in the implicit assumption that removing "rotten apples" is enough.**
- **Senior management is overly focused on getting the job done at all costs, with insufficient focus on the need for systemic vigilance against poor standards. Senior management does not see how a culture of cutting corners enables corruption to take hold.**

The office of the ICAC can investigate a wide range of improper conduct of persons / bodies previously outside the jurisdiction of Northern Territory 'watchdog' bodies.

For example MLAs, courts, tribunals, local government councils and independent officers.

The ICAC also has significant powers to protect people who have assisted or may assist in detecting, preventing, investigating or otherwise responding to improper conduct.

Reports made to the office of the ICAC are legally protected, can be made anonymously, and are confidential.

If you would like more information about the office of the ICAC, contact us with the details below.

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