FOI 26-143 - Document 1

National Anti-Corruption Commission

Commonwealth Integrity Survey

Highlights Report

Department of Infrastructure, Transport, Regional Development, Communications and the Arts (DITRDCA)

2024 Commonwealth Integrity Survey

Perceive
Measure
Enhance

Contents

Contents	Page
Executive summary	2
How to read this report	3
Overall integrity measures	5
Factor summary	6
Detailed results: Organisational controls	7
Detailed results: Employee comprehension	12
Detailed results: Reporting likelihood	19
Detailed results: Corruption in the workplace	23

Response rate (DITRDCA)	Response rate (Overall)
34%	21%
866 out of 2,556 invitees/registrants	58,309 out of 278,406 invitees/registrants

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Executive summary

Background

The 2024 Commonwealth Integrity Survey was conducted by the **National Anti-Corruption Commission (the Commission)** to help understand the nature and extent of corruption risk, and **perceptions of integrity and corruption** in the Australian public sector. The survey was conducted between 19 August and 20 September 2024.

Of the 191 agencies identified as potential participating agencies, 171 had at least one staff member respond to the survey (including 168 with a designated survey coordinator promoting the survey). Across the participating agencies with a survey coordinator, response rates ranged from 3% to 100%, with a median response rate of 33%. A total of 58,309 survey responses were collected.

The survey consisted of 53 evaluative questions (plus an additional nine demographic questions to facilitate further analysis). Results from these 53 questions have been grouped into three high-level factors:

- **Organisational controls**—staff members' assessment of their agency's overall integrity, its ability to detect and prevent corruption, and the extent to which the agency's culture provides opportunities for corruption to occur
- **Employee comprehension**—staff members' ability to identify corruption (measured by both their confidence in doing so, and their responses to hypothetical scenarios)
- **Reporting likelihood**—based on staff members' willingness to report corruption and the extent to which they know (or can readily find out) how to do so

Findings

Organisational controls: Respondents largely had faith in the integrity of their agency (an average of 79% positive sentiment across component questions), and to a lesser extent also had faith in the strength of the agency's anti-corruption controls (67%). This lower average rating was largely due to mixed rather than negative sentiment—for instance, while only 63% felt their agency's controls were strong, 92% considered these controls at least 'satisfactory'.

Employee comprehension: Almost all respondents (96%) were confident they could identify corruption within their area of responsibility. When presented with five scenarios (four of which constituted some form of corrupt practice), 84% of respondents provided the best response in at least three of the scenarios; however, only 20% provided the best response across all five.

Reporting likelihood: Most respondents indicated willingness to report corruption if they had direct access to specific details (88%) but were less likely to if they were merely *told* about specific details (69%), had a suspicion but no details (45%), or learned through hearsay, but with no details (34%). Most employees believed they knew or could readily find out how to report corruption either internally (83%) or to the Commission (72%).

Analysis of the results was conducted across various demographic cohorts. Some of the key findings include:

- The 1,128 respondents who indicated they had a **monitoring and audit** role had much the same assessment of the strength of organisational controls as did other staff. These staff also did slightly better at identifying corruption in the hypothetical examples—although even among these staff, only 22% provided the best response across all five scenarios.
- Across different **agency sizes**, the most positive results were recorded among 'micro' and 'extra small' agencies (those with 100 or fewer staff)—particularly with regards to organisational integrity and anti-corruption controls. Results were broadly similar across other agency sizes.

This baseline survey has highlighted a range of areas for the Commission to focus on. Future surveys will facilitate tracking the progress of the Commission's initiatives, and the culture of integrity within the Commonwealth public sector.

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

How to read this report

Percentages in this report are based on the total number of valid responses made to the particular question being reported. In most cases, results reflect those respondents who expressed a view and for whom the questions were applicable. 'Don't know' and 'prefer not to say' responses have generally been excluded from attitudinal questions unless otherwise specified (although respondents who did not provide demographic responses have still been included in the overall results).

Percentage results throughout the report may not add up to 100 (particularly when displayed in chart form) due to rounding or where respondents were able to select more than one response.

Note that respondents were not required to answer all questions and therefore the base number of respondents for each question may differ. Note that results for individual questions will be redacted (dashed) if fewer than 10 respondents have provided an answer.

This project has been undertaken in accordance with the International Quality Standard ISO 20252 and ISO 27001 and has complied with the Australian Privacy Principles contained in the *Privacy Act 1988*.

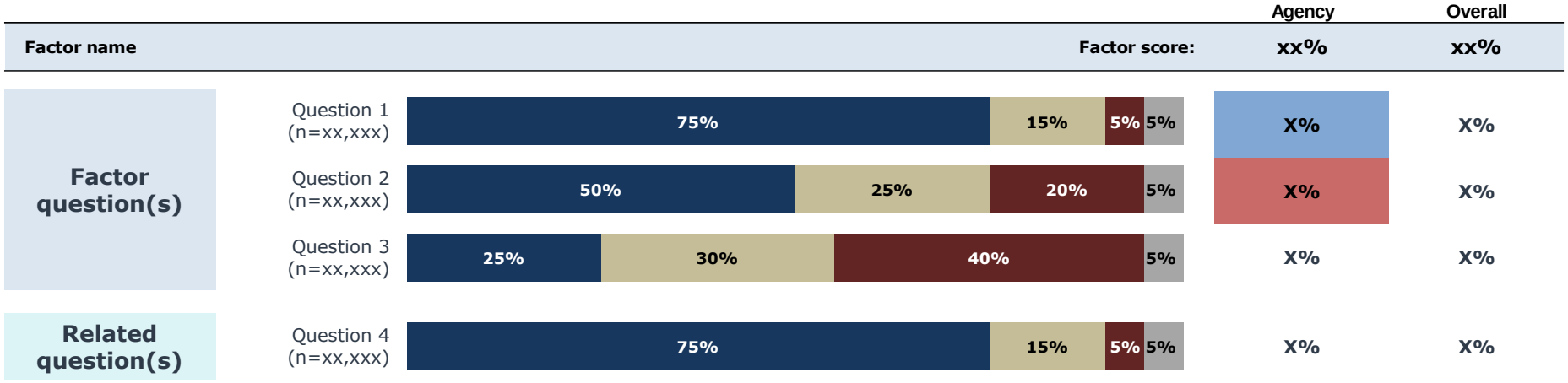
Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

How to read this report (cont'd)

This report contains a series of tables that illustrate the high-level results for the 2024 Commonwealth Integrity Survey. Information on how to read these tables is provided below.

Factor scores are calculated by averaging the percentage positive of all factor questions.

Anti-corruption factors are determined by factor analysis, which groups questions on how closely correlated they are with one another. The components of each factor are grouped as **Factor question(s)**.



Related question(s) include questions that are related to relevant workplace factors but are not included in the factor calculations.

Question text, followed by number of valid responses to the specific question.

Results have been condensed into four categories:

- Positive responses (e.g. strongly agree/agree, very satisfied/satisfied)
- Mixed responses (e.g. neither agree nor disagree)
- Negative responses (e.g. strongly disagree/disagree)
- Unsure (e.g. not applicable / not sure)

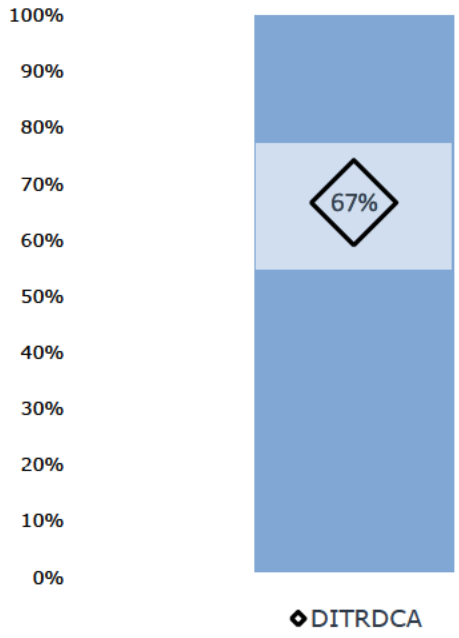
Colour formatting for DITRDCA columns highlights the differences from the overall results, where your agency results are higher (blue) or lower (red) by at least five percentage points.

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Overall integrity measures

Organisational controls

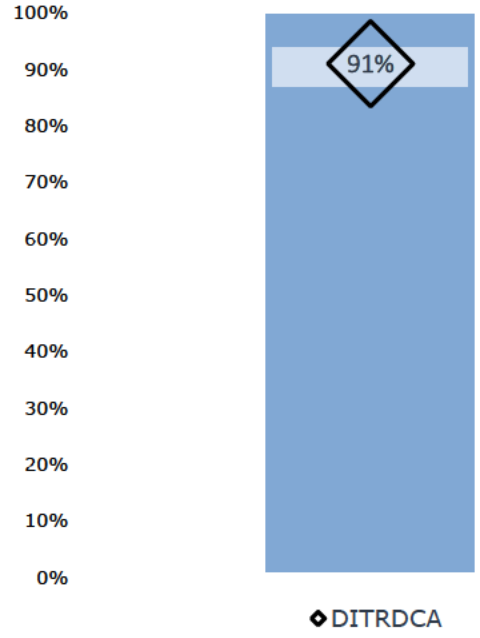
Measures the strength of an organisation's anti-corruption controls, views on organisation integrity, and the risk of corruption within an organisation



S.D. = 11%

Employee comprehension

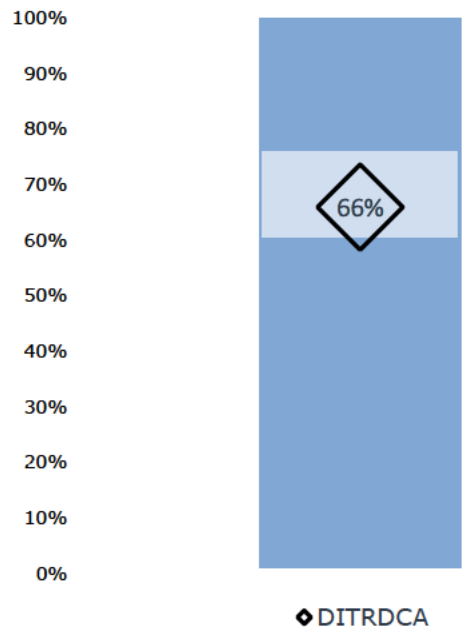
Measures the level of employee confidence in identifying corruption within the workplace



S.D. = 4%

Reporting likelihood

Measures the propensity to report corruption, as well as the general awareness of reporting mechanisms



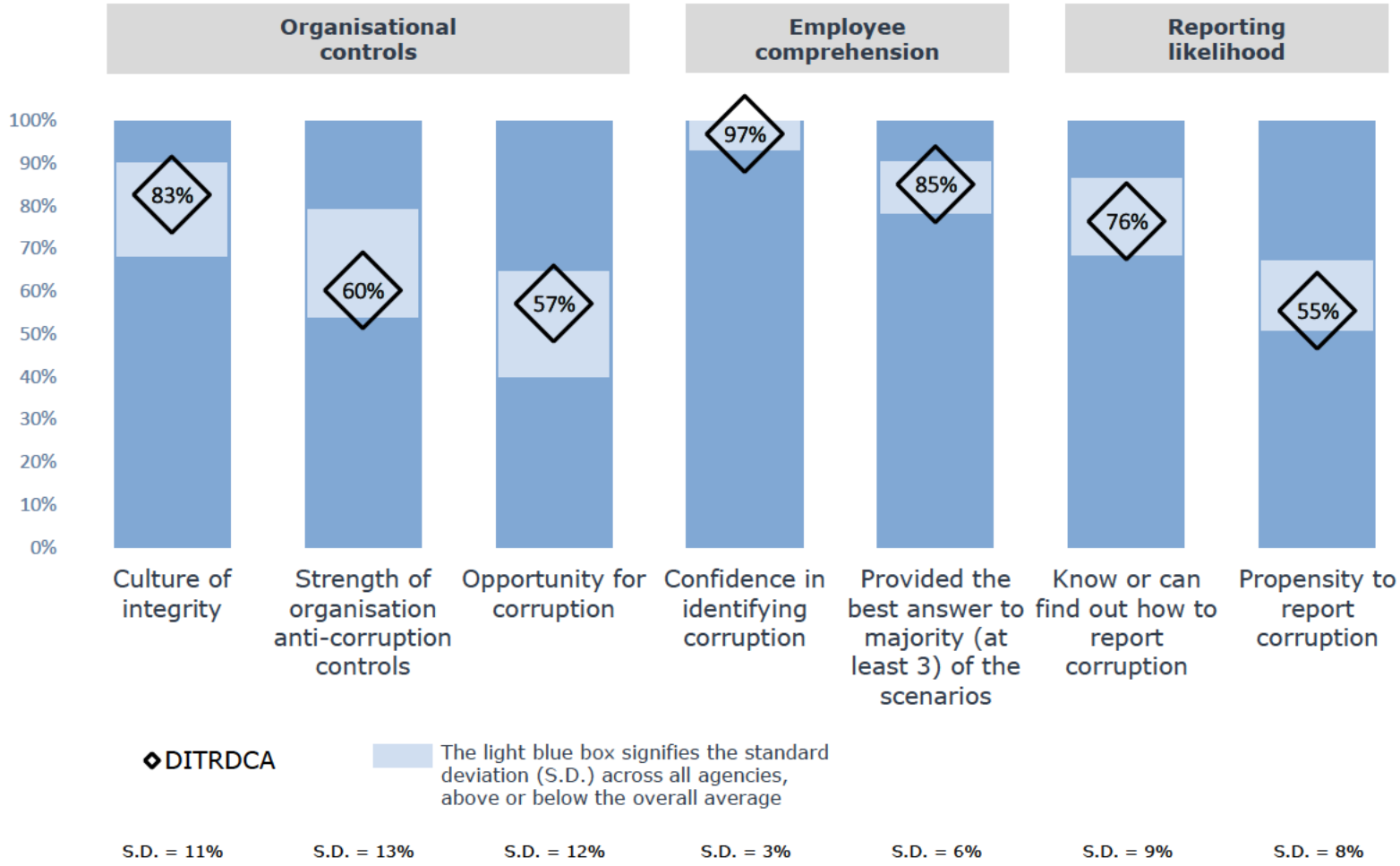
S.D. = 8%

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Factor summary

This report uses factors to summarise the findings related to particular themes canvassed in the survey. These factors are determined through factor analysis, which groups questions that are closely correlated with one another.

The chart on the right illustrates the key factor scores overall.



Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

FOI 26-143 - Document 1

Detailed results:
Organisational controls

2024
Commonwealth Integrity Survey

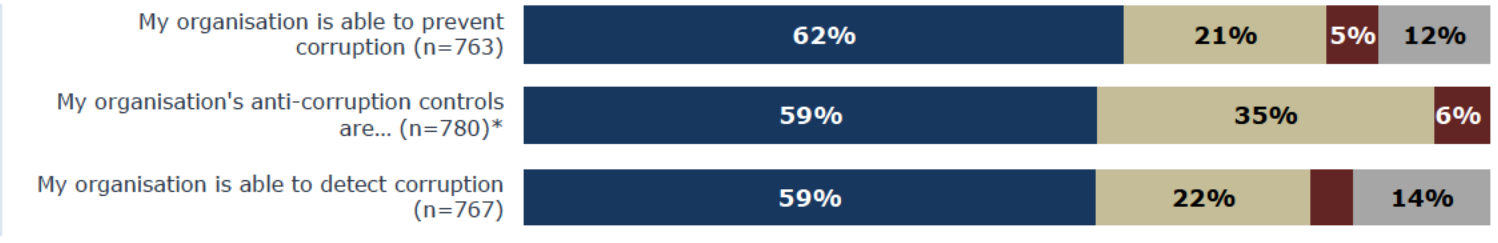
Perceive
Measure
Enhance

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Organisational controls

Strength of organisation anti-corruption controls	Factor score:	DITRDCA 60%	Overall 67%

Factor questions

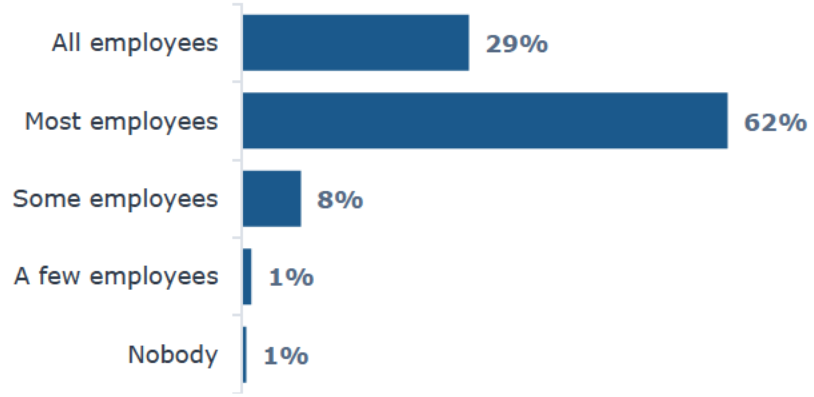


	DITRDCA	Overall
My organisation is able to prevent corruption (n=763)	62%	66%
My organisation's anti-corruption controls are... (n=780)*	59%	63%
My organisation is able to detect corruption (n=767)	59%	70%

Key: % Positive | % Mixed | % Negative | % Unsure

** % Positive: Very strong, Strong | % Mixed: Satisfactory | % Negative: Weak, Non-existent*

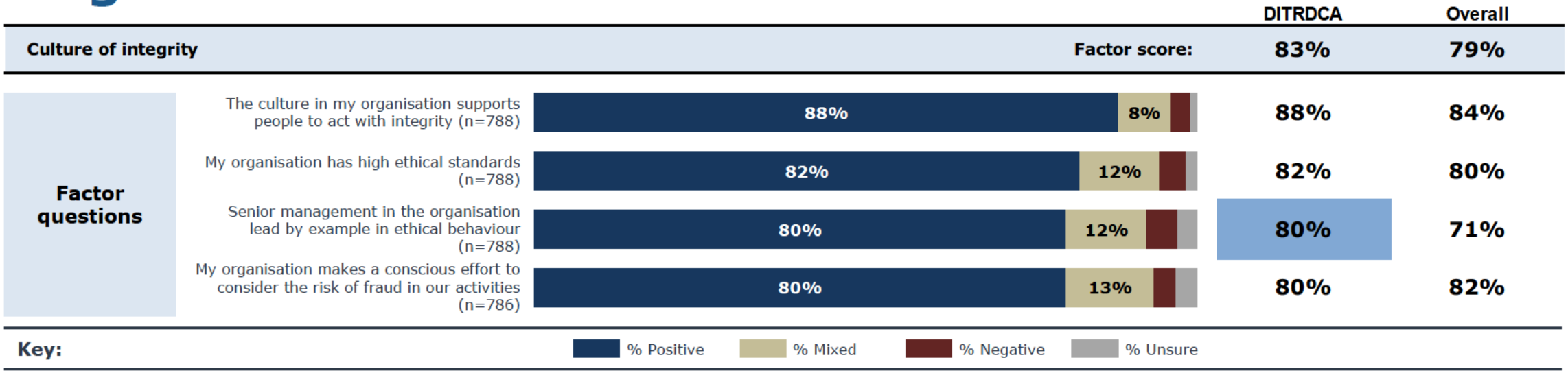
Anti-corruption controls are taken seriously by... (n=780)



	Overall
All employees	35%
Most employees	53%
Some employees	9%
A few employees	3%
Nobody	1%

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Organisational controls



Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Organisational controls

Opportunity for corruption	Factor score:	DITRDCA	Overall
		57%	52%

Scale: % Positive: Strongly disagree, Disagree | % Mixed: Neither agree nor disagree | % Negative: Strongly agree, Agree

		% Positive	% Mixed	% Negative	% Unsure	DITRDCA	Overall
Factor questions	There is petty crime (such as theft, vandalism, and intimidation) (n=784)	81%	7%		7%	81%	77%
	Some people act for personal gain / interests of personal associates, than for the organisational outcomes (n=784)	56%	19%	20%	6%	56%	47%
	Rules and procedures can be easily bypassed (n=784)	53%	24%	18%	5%	53%	53%
	People manage information with excessive secrecy (more than what is required for their role/function) (n=784)	52%	27%	16%		52%	47%
	There are small, informal sub-groups (or cliques) that exclude others and have their own way of doing things (n=783)	44%	22%	27%	7%	44%	38%
Related questions	I don't like the way my organisation is changing (n=782)	63%	27%	5%		63%	53%
	People take leave to escape the workplace culture (n=783)	47%	22%	22%	9%	47%	41%

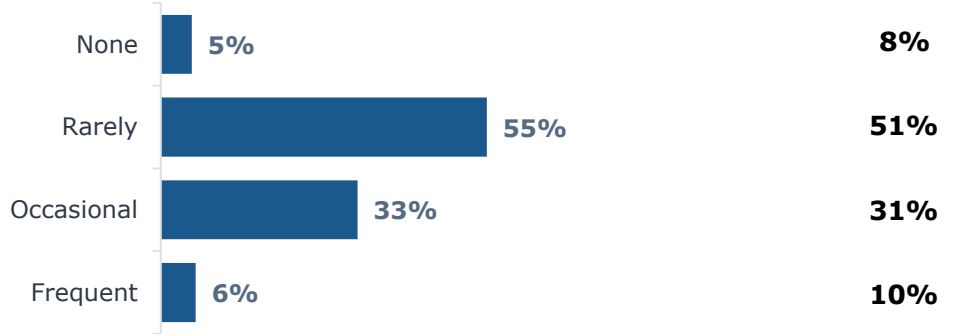
Key: % Positive | % Mixed | % Negative | % Unsure

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Organisational controls

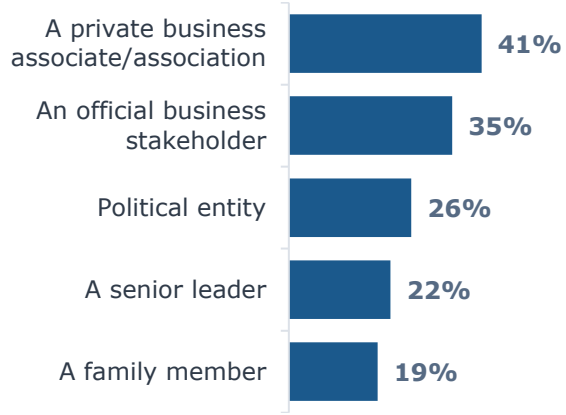
Opportunity for corruption (cont'd)		DITRDCA	Overall
	Factor score:	57%	52%

Opportunities for corrupt conduct in my organisation (n=778)



	Overall
None	8%
Rarely	51%
Occasional	31%
Frequent	10%

Top 5 most likely corrupting influence (Multiple response) (n=834)



	Overall
A private business associate/association	33%
An official business stakeholder	27%
Political entity	19%
A senior leader	22%
A family member	15%

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

FOI 26-143 - Document 1

Detailed results:
Employee comprehension

2024
Commonwealth Integrity Survey

Perceive
Measure
Enhance

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Employee comprehension

		DITRDCA	Overall
Confidence in identifying corruption	**Factor score:**	**97%**	**96%**
Factor question	I am confident that I can identify what constitutes corruption within my area of responsibility (n=857)	**97%**	**96%**

Scenario 1

An employee was part of a procurement process involving their friend's business and didn't declare it. The employee's friend won the contract and went on to provide good quality services for your organisation.

61%
provided the best answer

Scenario 2

An employee regularly accesses records they had no reason to access. The records contain sensitive personal information about people.

60%
provided the best answer

Scenario 3

An employee uses their official letterhead to communicate with someone outside the organisation during a personal matter because they believed they would get favourable treatment.

76%
provided the best answer

Scenario 4

An employee deliberately bypassed the usual processes to get an ineligible candidate into a grant program.

95%
provided the best answer

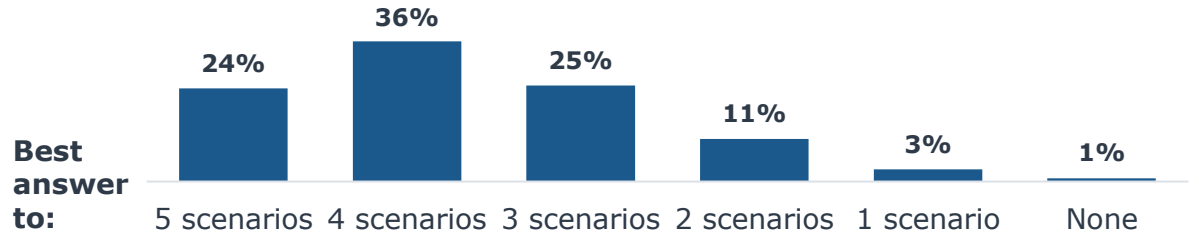
Scenario 5

An employee repeatedly fills a vacancy using temporary or acting staff to avoid running a competitive, merit-based recruitment process.

72%
provided the best answer

85%

of respondents gave the best answer to the majority (at least 3) of the scenarios



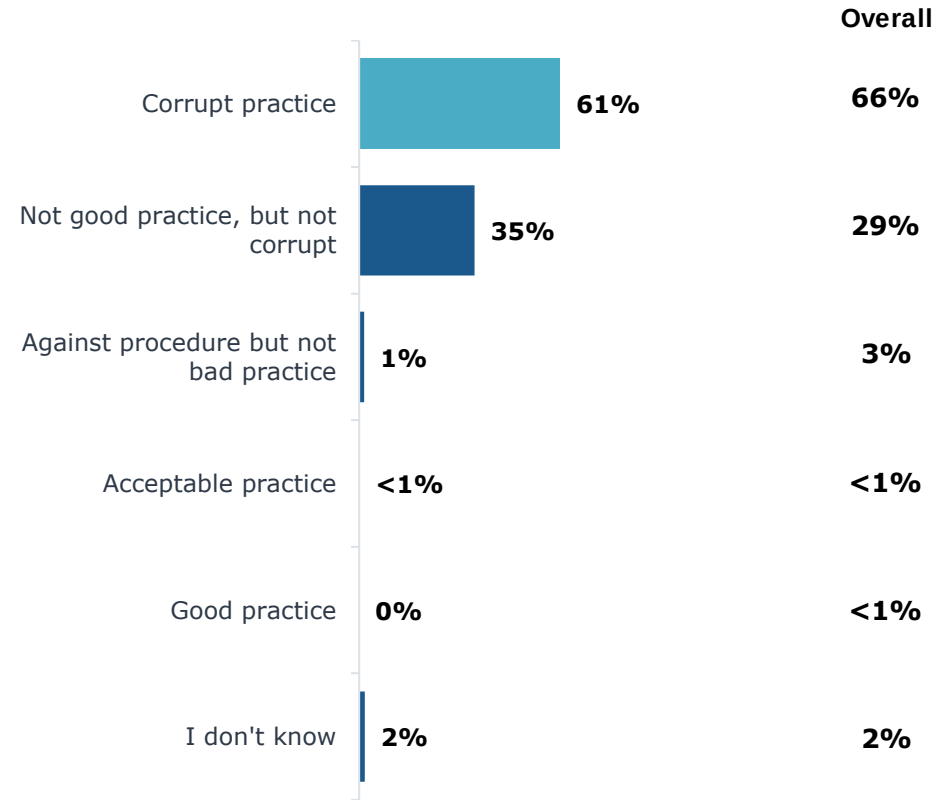
Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Scenario 1

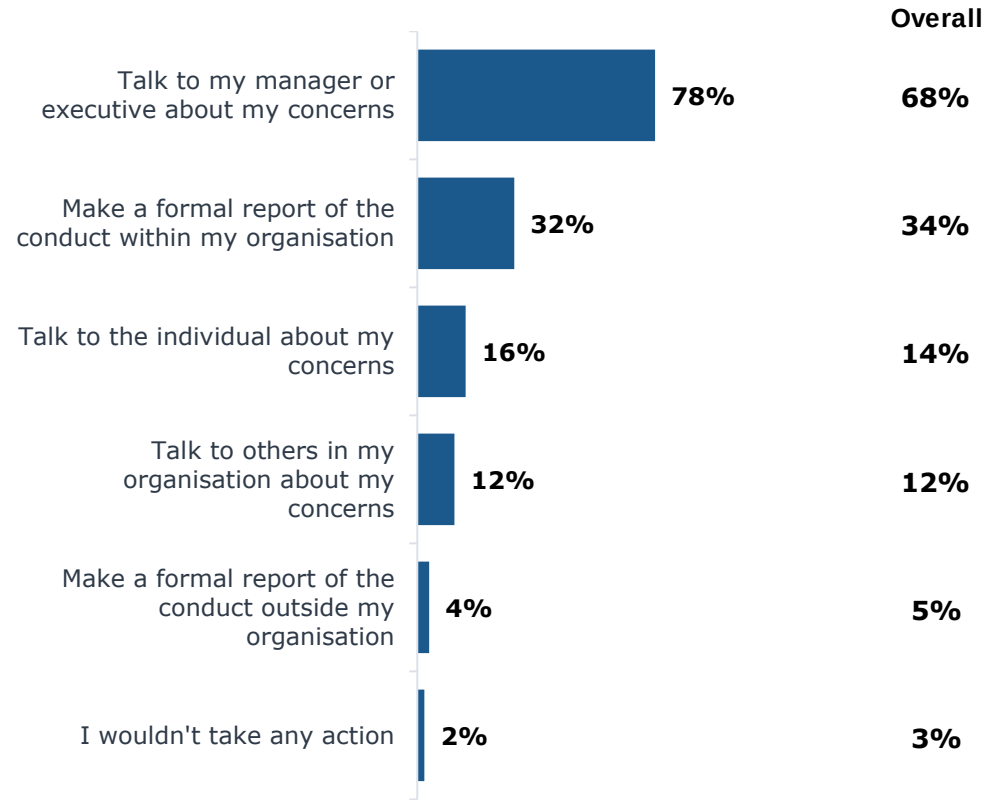
An employee was part of a procurement process involving their friend's business and didn't declare it. The employee's friend won the contract and went on to provide good quality services for your organisation.

Key: Best answer

How would you categorise the type of practice described? (n=803)



What course of action would you take? (Multiple response) (n=719)



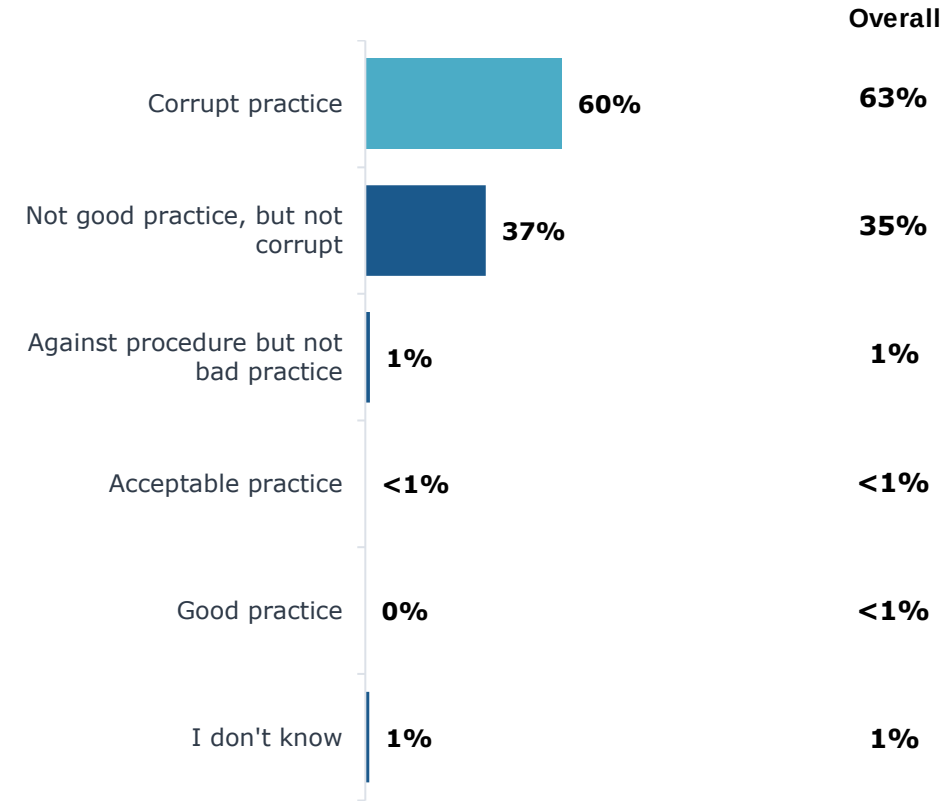
Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Scenario 2

An employee regularly accesses records they had no reason to access. The records contain sensitive personal information about people.

Key: Best answer

How would you categorise the type of practice described? (n=801)



What course of action would you take? (Multiple response) (n=710)

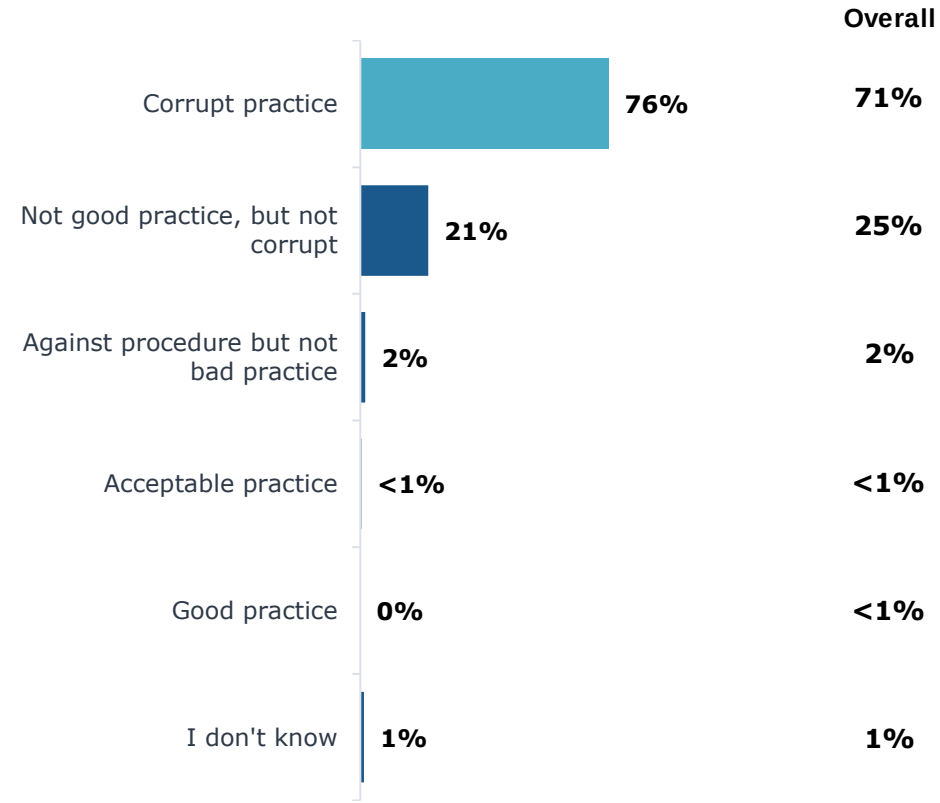
Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Scenario 3

An employee uses their official letterhead to communicate with someone outside the organisation during a personal matter because they believed they would get favourable treatment.

Key: Best answer

How would you categorise the type of practice described? (n=802)



What course of action would you take? (Multiple response) (n=710)

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

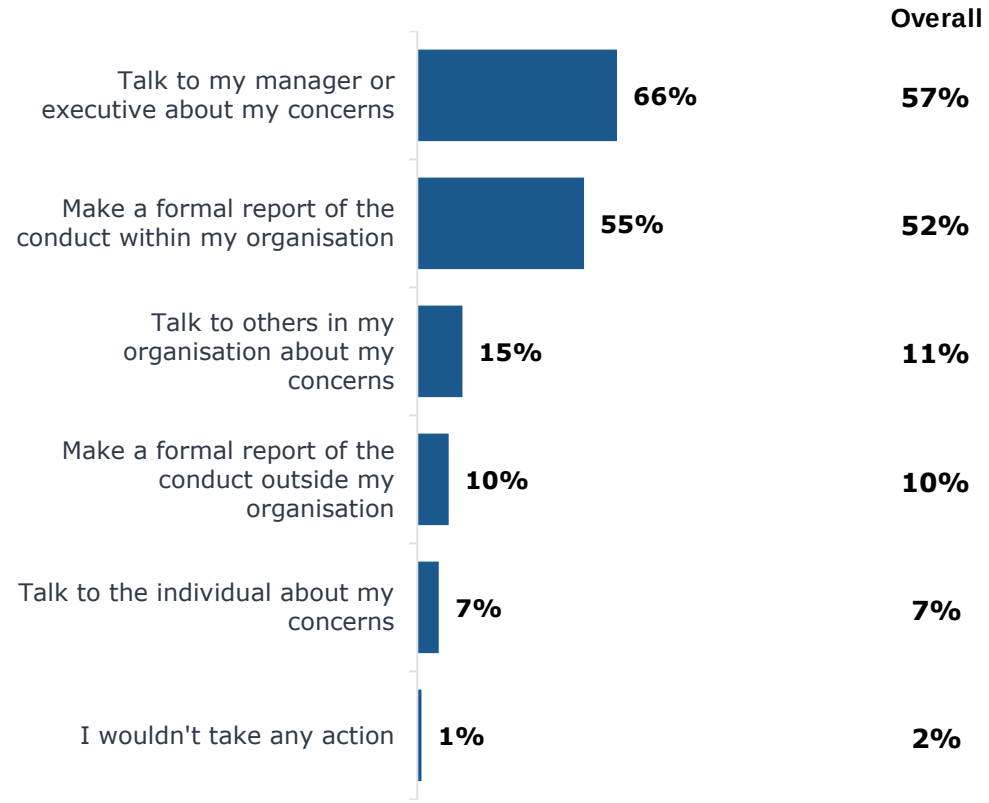
Scenario 4

An employee deliberately bypassed the usual processes to get an ineligible candidate into a grant program.

Key: Best answer

How would you categorise the type of practice described? (n=802)

What course of action would you take? (Multiple response) (n=709)



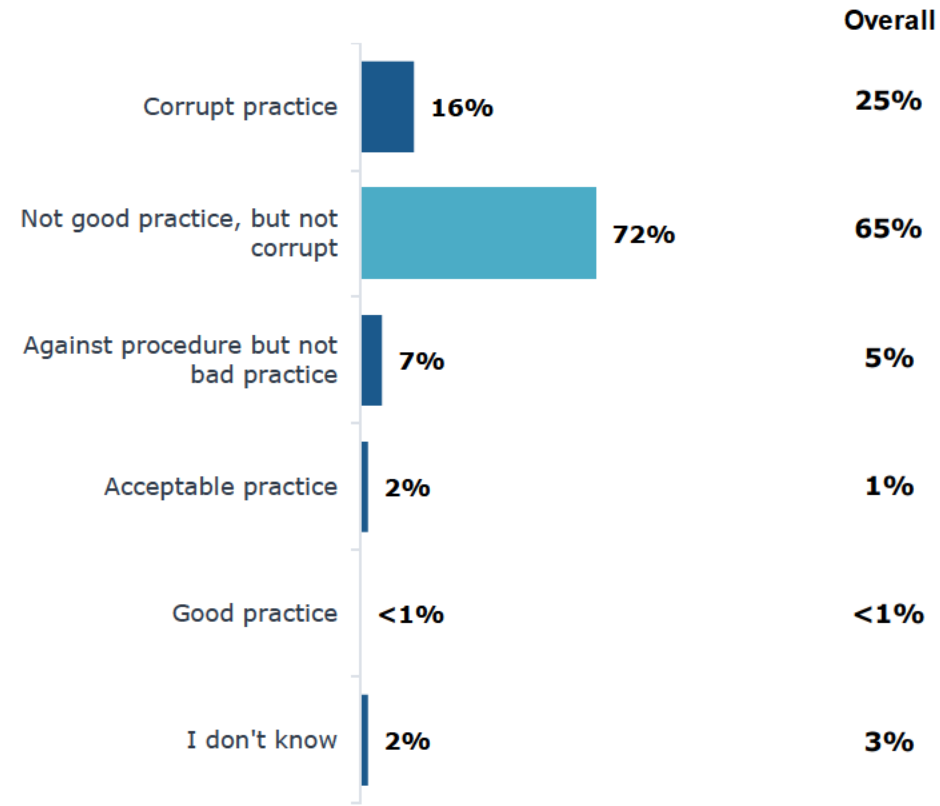
Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Scenario 5

An employee repeatedly fills a vacancy using temporary or acting staff to avoid running a competitive, merit-based recruitment process.

Key: Best answer

How would you categorise the type of practice described? (n=801)



What course of action would you take? (Multiple response) (n=724)

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

FOI 26-143 - Document 1

Detailed results:
Reporting likelihood

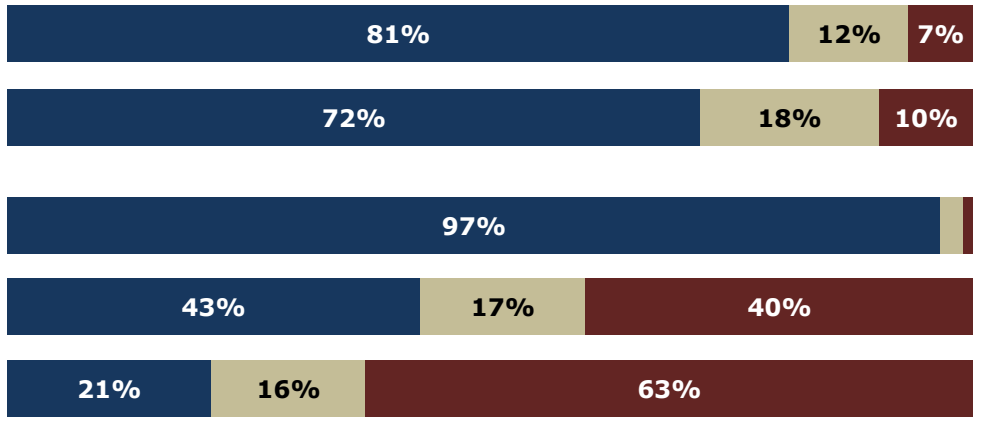
2024
Commonwealth Integrity Survey

Perceive
Measure
Enhance

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Reporting likelihood

		DITRDCA	Overall
Know or can find out how to report corruption	**Factor score:**	**76%**	**77%**
Factor questions	I know or can easily find out how to report corrupt conduct to my organisation's integrity area (n=852)	**81%**	**83%**
	I know or can easily find out how to report corrupt conduct to the National Anti-Corruption Commission (n=850)	**72%**	**72%**
Related questions	I understand my organisation's integrity values and expectations (n=862)	**97%**	**97%**
	I have discussed the topic of corruption (in general) with my work colleagues in the last 12 months (n=852)	**43%**	**47%**
	I have discussed the work of the National Anti-Corruption Commission with my work colleagues in the last 12 months (n=847)	**21%**	**22%**



Key: % Positive % Mixed % Negative

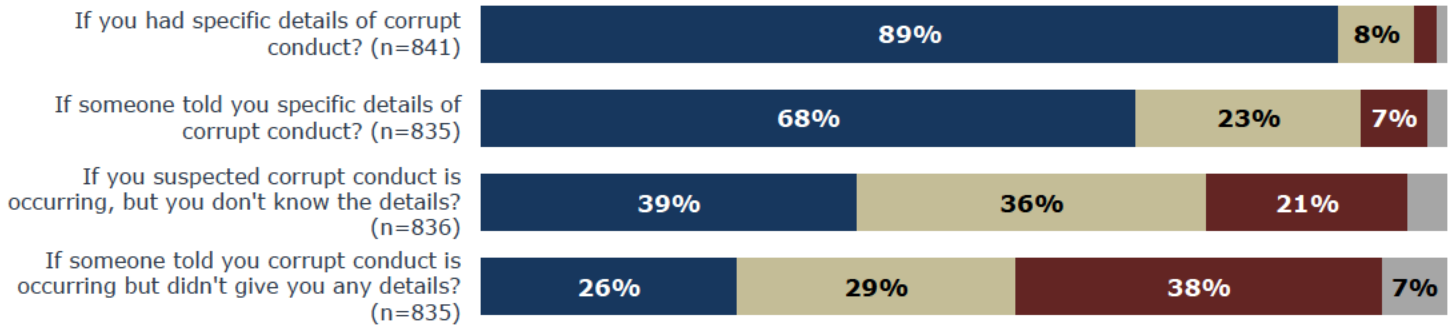
Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Reporting likelihood

Propensity to report corruption	Factor score:	DITRDCA 55%	Overall 59%

How likely would you be able to make an official report under the following circumstances...

Factor questions



	DITRDCA	Overall
If you had specific details of corrupt conduct? (n=841)	89%	88%
If someone told you specific details of corrupt conduct? (n=835)	68%	69%
If you suspected corrupt conduct is occurring, but you don't know the details? (n=836)	39%	45%
If someone told you corrupt conduct is occurring but didn't give you any details? (n=835)	26%	34%

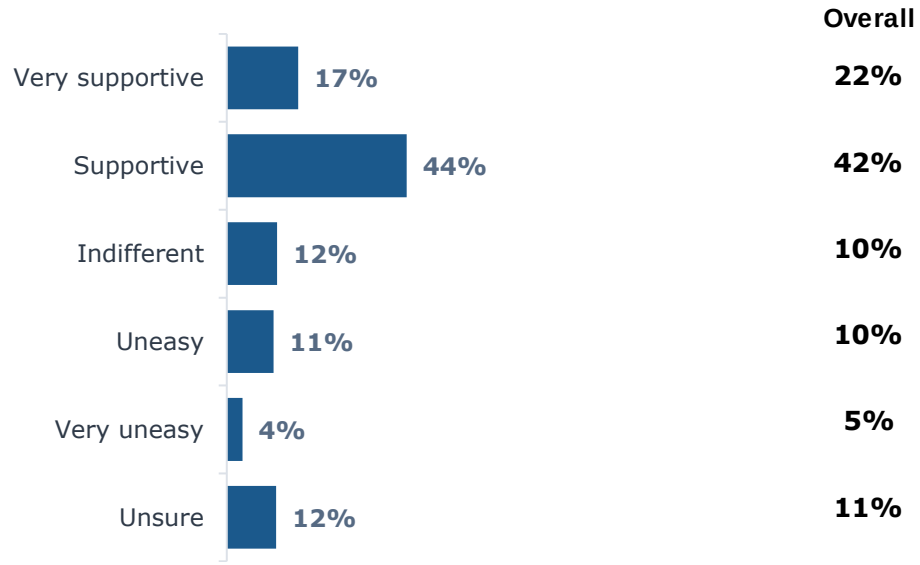
Key: % Positive | % Mixed | % Negative | % Unsure

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

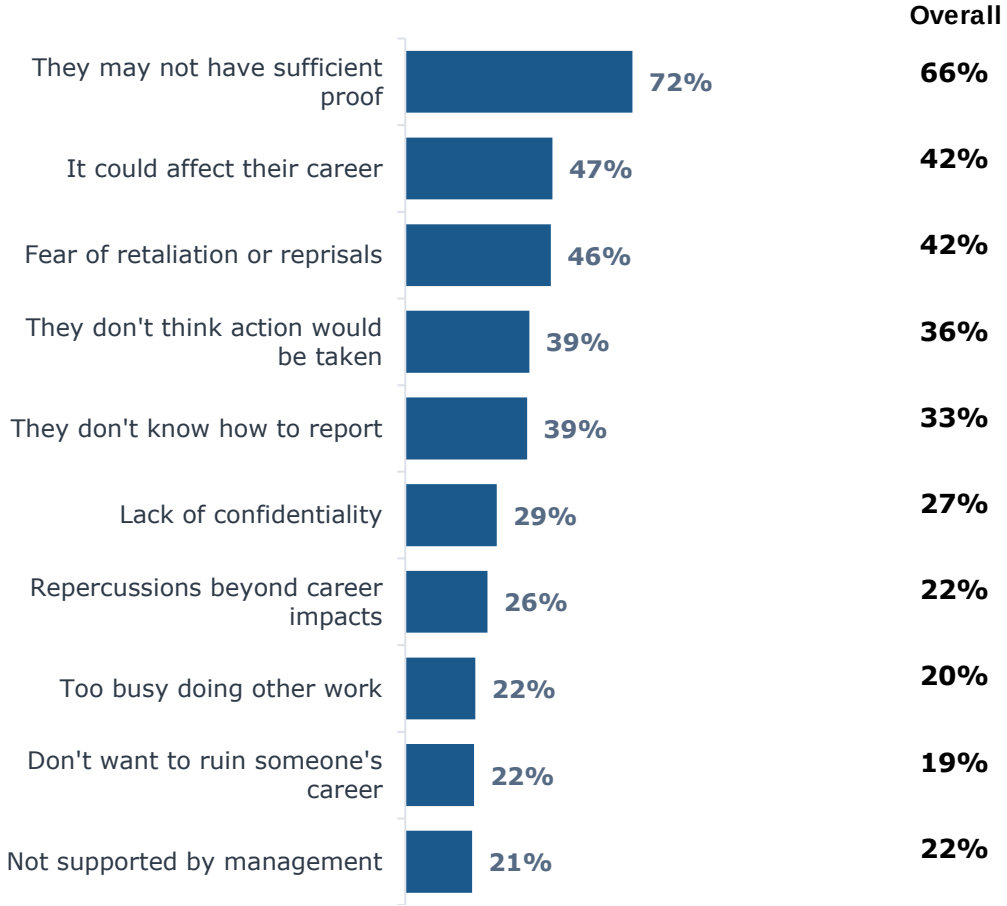
Reporting likelihood

Propensity to report corruption (cont'd)	Factor score:	DITRDCA	Overall
		55%	59%

Reactions of colleagues to those who report corrupt conduct (n=822)



Top 10 reasons for not reporting corrupt conduct (Multiple response) (n=816)



Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

FOI 26-143 - Document 1

Detailed results: Corruption in the workplace

2024
Commonwealth Integrity Survey

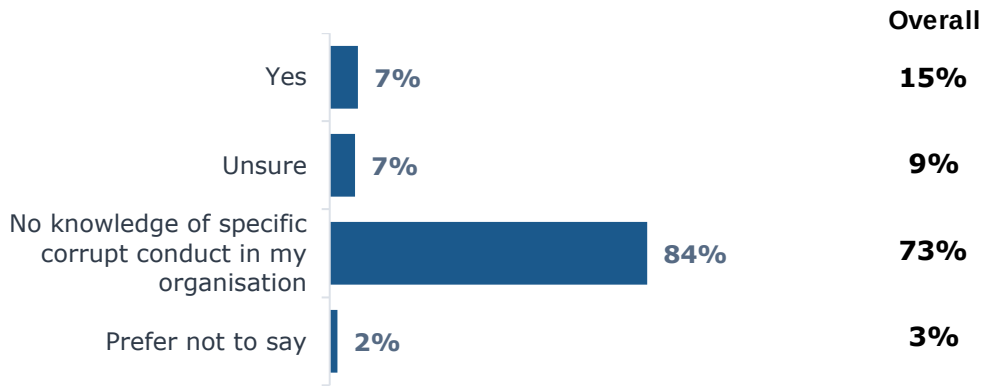
Perceive
Measure
Enhance

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

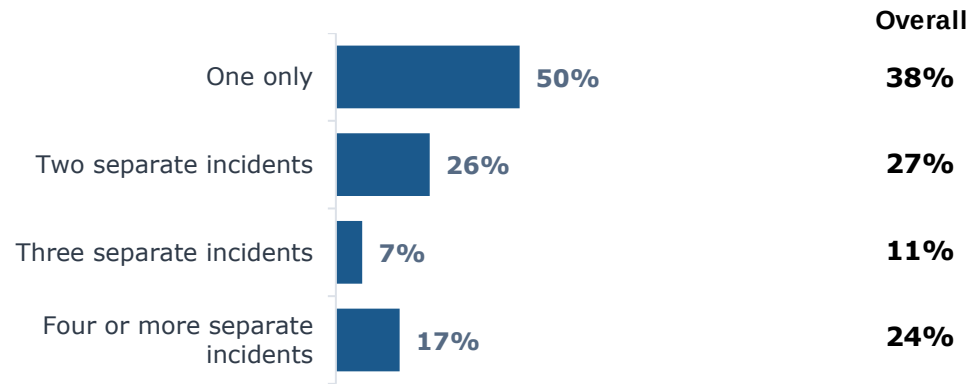
Awareness of corruption

Awareness of allegations or incidents of corruption in your organisation

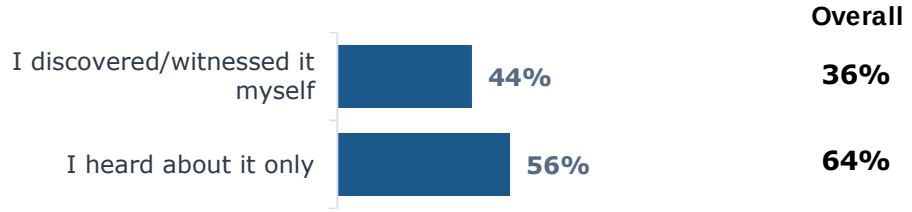
Specific knowledge of corrupt conduct in agency (n=779)



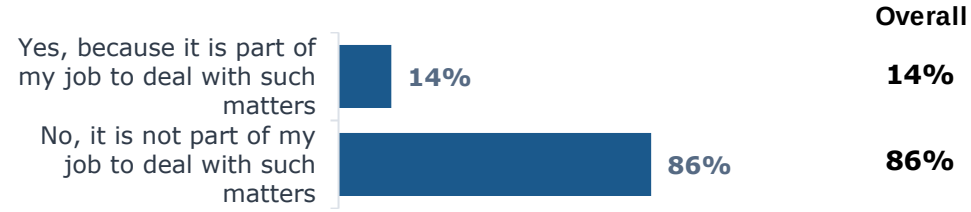
How many incidents of corrupt conduct are you aware of? (n=98)



How did you become aware of the corrupt conduct? (n=105)



Did you know about the conduct because it was your job to do so? (n=111)

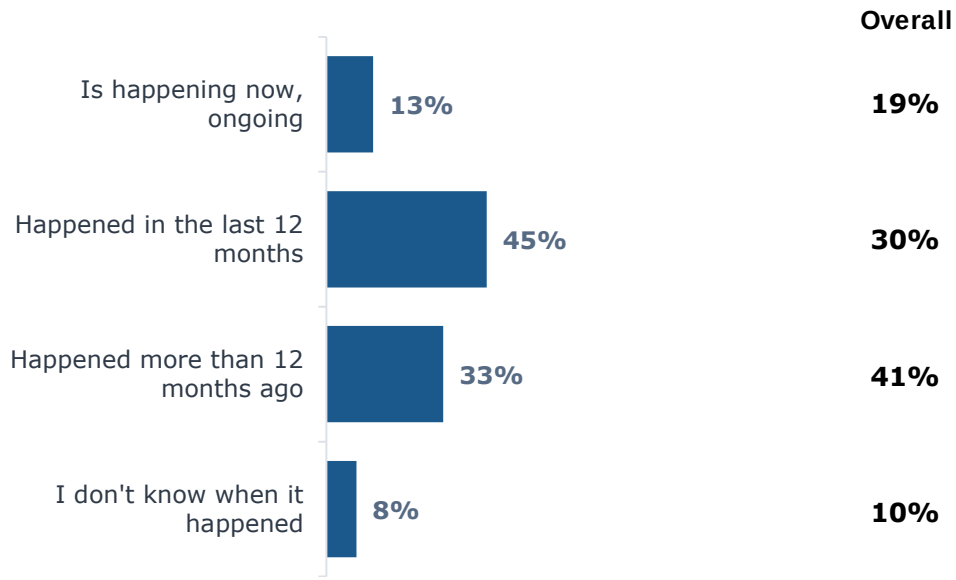


Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

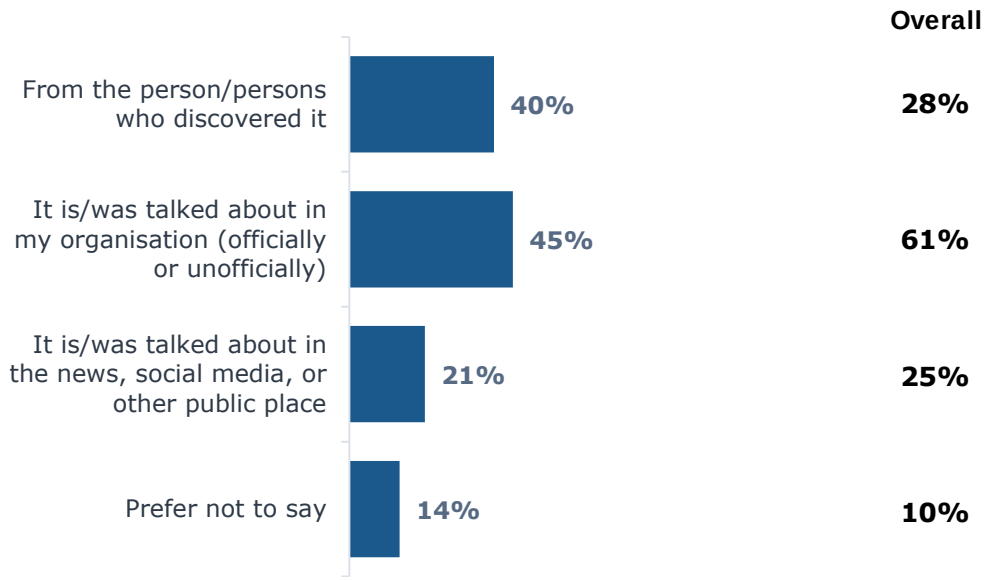
Awareness of corruption

Awareness of allegations or incidents of corruption in your organisation (cont'd)

Is the conduct something that: (n=106)



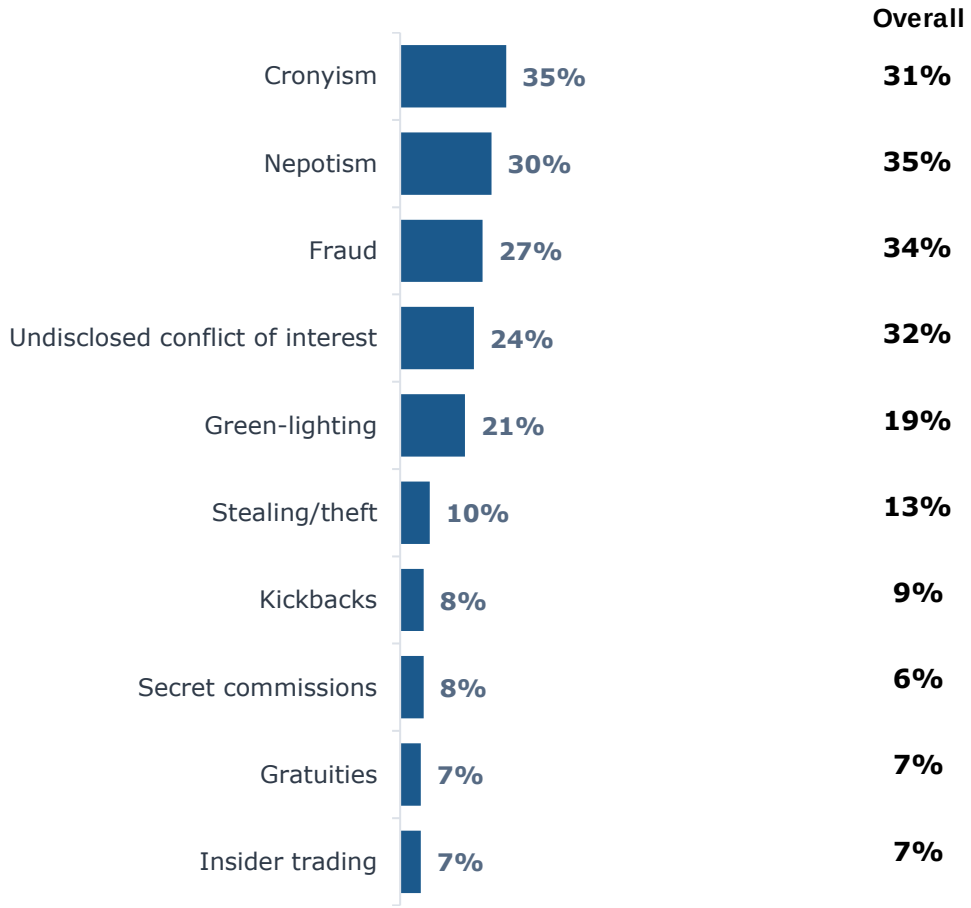
Where did you hear about the corrupt conduct? (n=58)



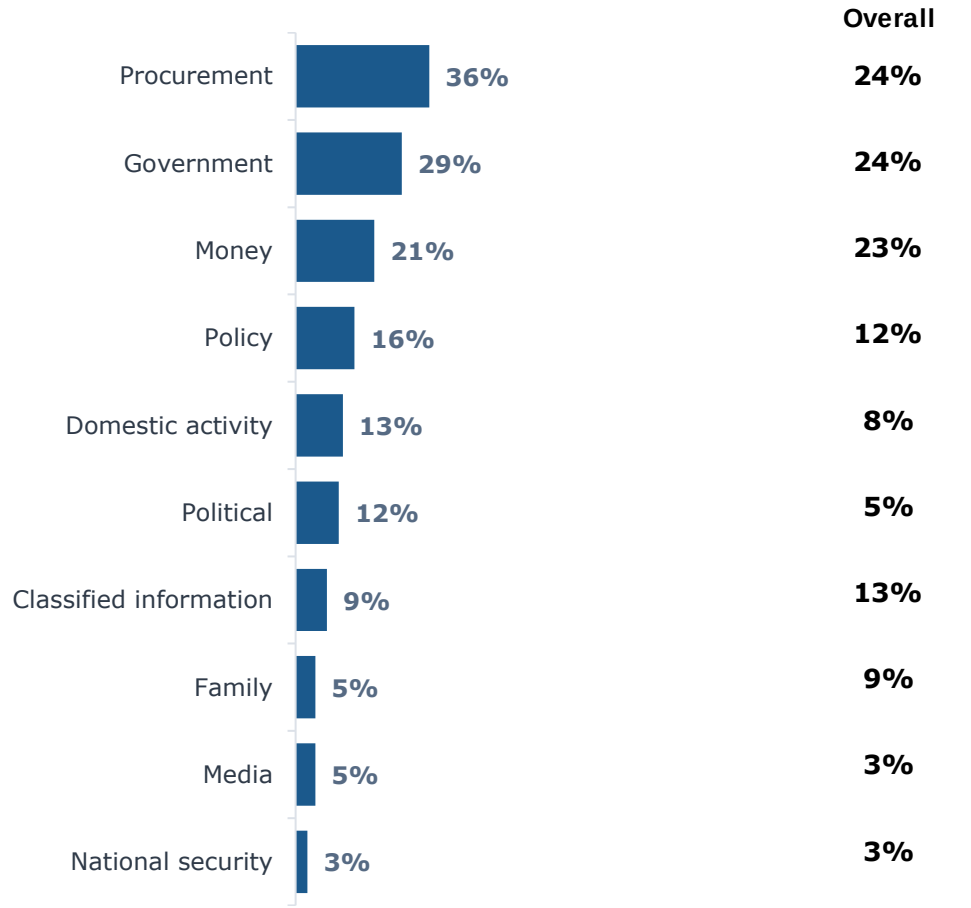
Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Responding to the most recent incident

Which of the following best describes the corrupt behaviour? (Multiple response) (n=104)



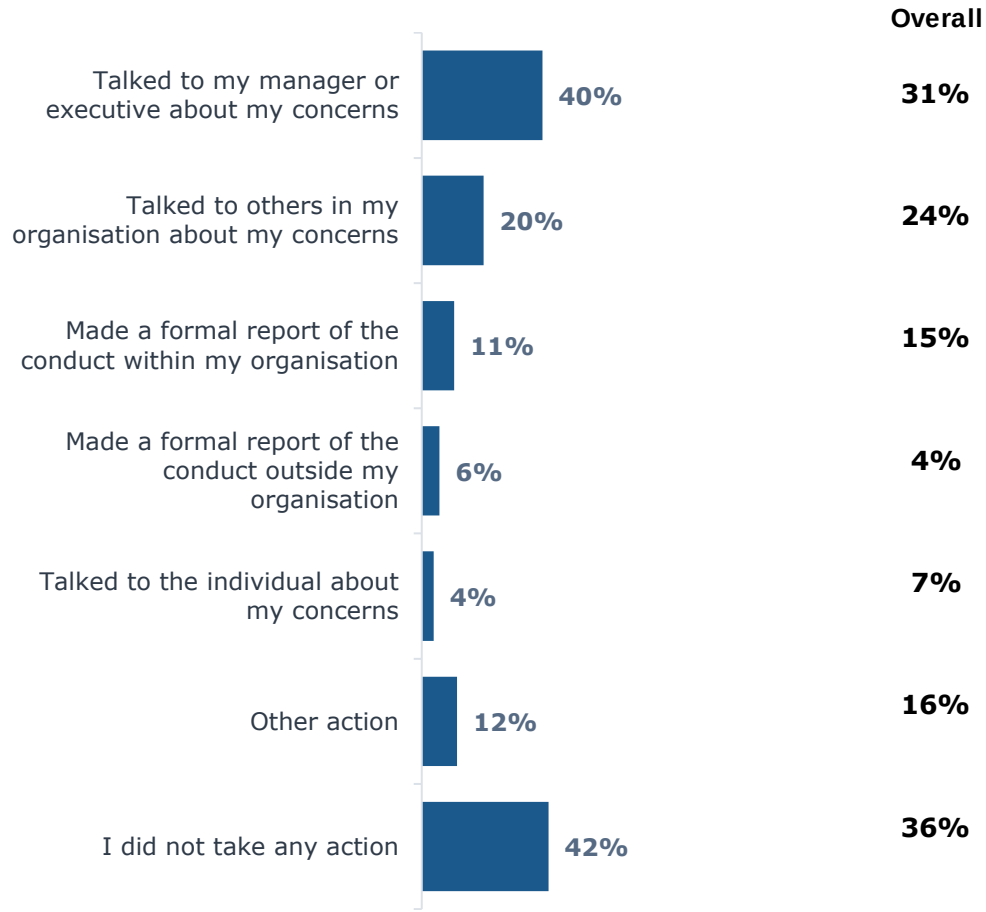
Which of the following did the corrupt behaviour involve? (Multiple response) (n=94)



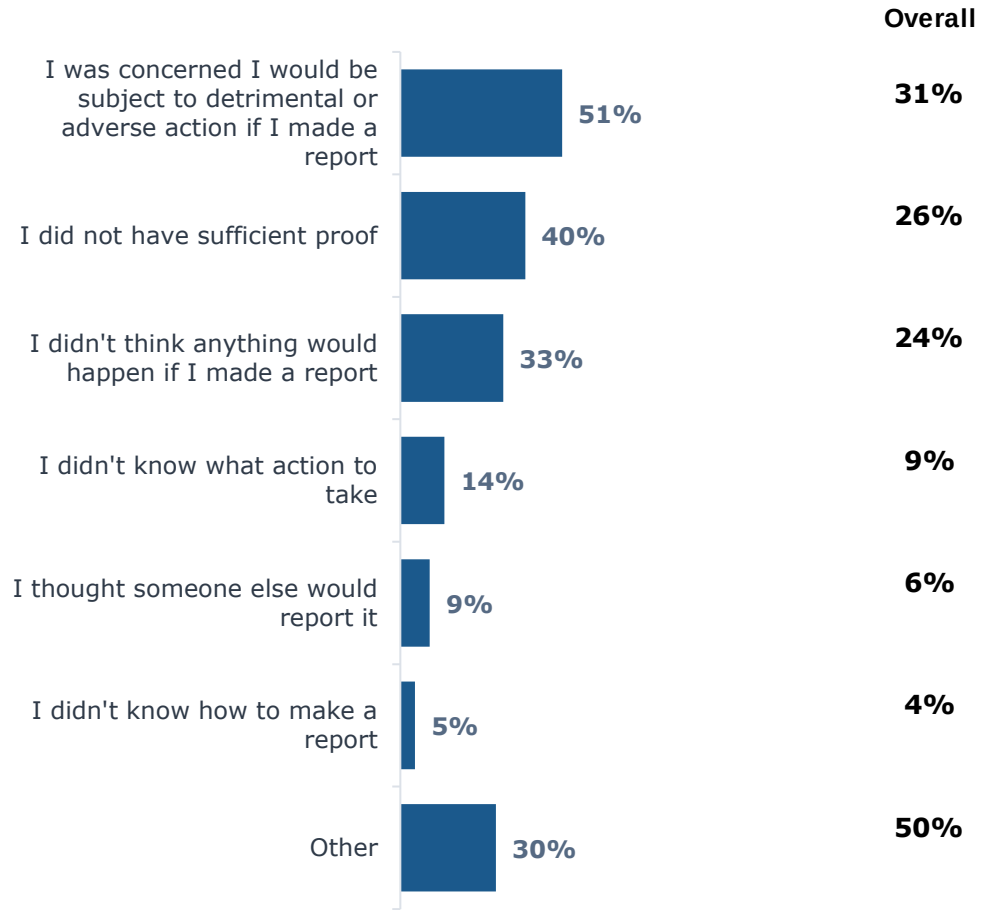
Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Responding to the most recent incident

What action did you take in relation to this incident? (Multiple response) (n=103)



Why did you not take any action? (Multiple response) (n=43)



Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

FOI 26-143 - Document 1

National Anti-Corruption Commission

Commonwealth Integrity Survey

- Perceive
- Measure
- Enhance

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Reading notes for Heatmap Report

This page provides notes on how to read the Heatmap Report and its components.

Factor scores (tan rows) **/ Higher-Level Factor scores** (darker tan rows)
This report uses factors to summarise the findings related to particular themes canvassed in the survey. These factors are determined by factor analysis, which groups questions on how closely correlated they are with one another. The components of each factor are grouped as **Factor question(s)**.

Factor scores for the overall columns reflect the average percentage of positive, mixed, negative and not sure responses across all responses in component question(s). **Factor scores for all other columns** represent the average percentage of positive scores for all component question(s).

Related question(s) include questions that are related to relevant anti-corruption factors but are not included in the factor calculations.

Positive overall results column (e.g. % Strongly agree /

Negative overall results column (% Strongly disagree /

Mixed overall results column (% Neither agree nor

Not sure overall results column (% Not sure)

All other columns show % positive (or whatever figure is comparable to the leftmost column)

National Anti-Corruption Commission
Commonwealth Integrity Survey Topline Results
Department of Infrastructure, Transport, Regional Development, Communications and the Arts (DITRDCA)

This report displays the results of all quantitative questions canvassed in the survey in a tabular format. The table uses conditional colour formatting based on the following rules. Further reading notes are provided in a separate tab.

Colour formatting legend:
Cohort result is higher (green) or lower (red) than DITRDCA overall positive result: 5% 5%

% Positive results only from this column onwards

	DITRDCA Overall				2024		Business Unit						
	% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)	Unit 1	Unit 2	Unit 3	Unit 4	Unit 5	Unit 6	Unit 7
Total number of respondents:	866				58,309	26,582	x	x	x	x	x	x	x
Factors results													
Organisational controls	67%	19%	9%	-	66%	67%	x%	x%	x%	x%	x%	x%	-
Strength of organisation anti-corruption controls	60%	26%	5%	-	67%	66%	x%	x%	x%	x%	x%	x%	-
Please rate your level of agreement with the following statements. (% Strongly agree, Agree | % Neither agree nor disagree | % Disagree, Strongly disagree | % Not Sure / Not Applicable)													
(n=763) q24b. My organisation is able to prevent corruption	62%	21%	5%	12%	66%	67%	x%	x%	x%	x%	x%	x%	-
(n=767) q24a. My organisation is able to detect corruption	59%	22%	4%	14%	70%	68%	x%	x%	x%	x%	x%	x%	-
(n=780) q10. My organisation's anti-corruption controls are: (% Very strong, Strong | % Satisfactory | % Weak, Non-existent)	59%	35%	6%	-	63%	64%	x%	x%	x%	x%	x%	x%	-
Related question (not included in above factor score)													
(n=780) q11. My organisation's anti-corruption controls are taken seriously by: (% All employees, Most employees | % Some employees | % A few employees, Nobody)	91%	8%	2%	-	88%	89%	x%	x%	x%	x%	x%	x%	-

Number of respondents for each question in the overall data

Number of **survey respondents** in each cohort (some individual questions may have been

Results have been **dashed out** when respondent numbers fall below a reportable threshold (n=10) (a dash does **not** represent a result of 0%)

Colours in all columns highlight differences from the overall % Positive column. The legend top-left explains the colour coding rules.

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results

Department of Infrastructure, Transport, Regional Development, Communications and the Arts (DITRDCA)

This report displays the results of all quantitative questions canvassed in the survey in a tabular format. The table uses conditional colour formatting based on the following rules. Further reading notes are provided in a separate tab.

Colour formatting legend:

Cohort result is higher (green) or lower (red) than DITRDCA overall positive result:

5%

5%

s47E(d)

% Positive results only from thi

	DITRDCA Overall				2024	
	% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)
Total number of respondents:	866				58,309	26,582
Factor summary						
Organisational controls	**67%**	**19%**	**9%**	**-**	**66%**	**67%**
Strength of organisation anti-corruption controls	**60%**	**26%**	**5%**	**-**	**67%**	**66%**
Culture of integrity	**83%**	**11%**	**4%**	**2%**	**79%**	**80%**
Opportunity for corruption	**57%**	**20%**	**17%**	**6%**	**52%**	**54%**
Employee comprehension	**91%**	**-**	**8%**	**-**	**90%**	**92%**
Confidence in identifying corruption	**97%**	**2%**	**1%**	**-**	**96%**	**96%**
Provided best answer to at least three out of five scenarios	**85%**	**-**	**15%**	**-**	**84%**	**87%**
Reporting likelihood	**66%**	**20%**	**13%**	**-**	**68%**	**68%**
Know or can find out how to report corruption	**76%**	**15%**	**8%**	**-**	**77%**	**78%**
Propensity to report corruption	**55%**	**24%**	**17%**	**3%**	**59%**	**57%**
Commitment and loyalty	**70%**	**22%**	**8%**	**-**	**77%**	**75%**
Factors results						
Organisational controls	**67%**	**19%**	**9%**	**-**	**66%**	**67%**
Strength of organisation anti-corruption controls	**60%**	**26%**	**5%**	**-**	**67%**	**66%**
Please rate your level of agreement with the following statements. (% Strongly agree, Agree | % Neither agree nor disagree | % Disagree, Strongly disagree | % Not Sure / Not Applicable)						
(n=763) q24b. My organisation is able to prevent corruption	62%	21%	5%	12%	66%	67%
(n=767) q24a. My organisation is able to detect corruption	59%	22%	4%	14%	70%	68%
(n=780) q10. My organisation's anti-corruption controls are: (% Very strong, Strong | % Satisfactory | % Weak, Non-existent)	59%	35%	6%	-	63%	64%
Related question (not included in above factor score)						
(n=780) q11. My organisation's anti-corruption controls are taken seriously by: (% All employees, Most employees | % Some employees | % A few employees, Nobody)	91%	8%	2%	-	88%	89%
Culture of integrity	**83%**	**11%**	**4%**	**2%**	**79%**	**80%**
Please rate your level of agreement with the following statements. (% Strongly agree, Agree | % Neither agree nor disagree | % Disagree, Strongly disagree | % Not Sure / Not Applicable)						
(n=788) q8a. The culture in my organisation supports people to act with integrity	88%	8%	3%	1%	84%	84%
(n=788) q8c. My organisation has high ethical standards	82%	12%	4%	2%	80%	80%
(n=788) q8b. Senior management in the organisation lead by example in ethical behaviour	80%	12%	5%	3%	71%	72%
(n=786) q8d. My organisation makes a conscious effort to consider the risk of fraud in our activities	80%	13%	3%	3%	82%	82%
Opportunity for corruption	**57%**	**20%**	**17%**	**6%**	**52%**	**54%**
Please rate your level of agreement with the following statements about your organisation. (% Disagree, Strongly disagree | % Neither agree nor disagree | % Strongly agree, Agree | % Not Sure / Not Applicable)						
(n=784) q9b. There is petty crime (such as theft, vandalism, and intimidation)	81%	7%	5%	7%	77%	78%
(n=784) q9c. I think some people act for personal gain, or in the interests of personal associates, rather than for the best organisational outcomes	56%	19%	20%	6%	47%	51%
(n=784) q9a. Rules and procedures can be easily bypassed	53%	24%	18%	5%	53%	54%
(n=784) q9d. People manage information with excessive secrecy (more than what is required for their role/function)	52%	27%	16%	5%	47%	48%
(n=783) q9e. There are small, informal sub-groups (or cliques) that exclude others and have their own way of doing things	44%	22%	27%	7%	38%	39%
Related question (not included in above factor score)						
(n=782) q9f. I don't like the way my organisation is changing	63%	27%	5%	4%	53%	55%
(n=783) q9g. People take leave to escape the workplace culture	47%	22%	22%	9%	41%	42%
(n=778) q12. Select the statement that you think is the most accurate in reflecting your organisation's safeguards.						
There are no opportunities for corrupt conduct in my organisation	5%	-	-	-	8%	8%
There are rare opportunities for corrupt conduct in my organisation	55%	-	-	-	51%	52%
There are occasional opportunities for corrupt conduct in my organisation	33%	-	-	-	31%	31%
There are frequent opportunities for corrupt conduct in my organisation	6%	-	-	-	10%	9%
(n=834) q3mr. What type of person or group do you believe would be the most likely corrupting influence on employees working for your organisation? (Multiple Response)						
A private business associate/association	41%	-	-	-	33%	35%
An official business stakeholder	35%	-	-	-	27%	29%
Political entity	26%	-	-	-	19%	20%
A senior leader	22%	-	-	-	22%	22%
A family member	19%	-	-	-	15%	18%
Foreign government	18%	-	-	-	24%	21%
A friend	16%	-	-	-	14%	15%
Criminals	16%	-	-	-	26%	20%
Contractor	14%	-	-	-	17%	13%
People corrupt themselves	14%	-	-	-	16%	16%
Other staff in the workplace	12%	-	-	-	13%	12%
A colleague	9%	-	-	-	11%	12%
Other	3%	-	-	-	3%	3%
I don't know	10%	-	-	-	9%	10%

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results

Department of Infrastructure, Transport, Regional Development, Communications and the Arts (DITRDCA)

This report displays the results of all quantitative questions canvassed in the survey in a tabular format. The table uses conditional colour formatting based on the following rules. Further reading notes are provided in a separate tab.

Colour formatting legend:

Cohort result is higher (green) or lower (red) than DITRDCA overall positive result: 5% / 5%

s47E(d)

% Positive results only from thi

		DITRDCA Overall				2024	
		% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)
	Employee comprehension	**91%**	-	**8%**	-	**90%**	**92%**
	Confidence in identifying corruption	**97%**	**2%**	**1%**	-	**96%**	**96%**
	Please rate your level of agreement with the following statements. (% Strongly agree, Agree | % Neither agree nor disagree | % Disagree, Strongly disagree)						
(n=857)	q1b. I am confident that I can identify what constitutes corruption within my area of responsibility	97%	2%	1%	-	96%	96%
	Provided best answer to at least three out of five scenarios	**85%**	-	**15%**	-	**84%**	**87%**
(n=803)	Number of scenarios respondents provided the best answer to						
	5	24%	-	-	-	20%	22%
	4	36%	-	-	-	39%	40%
	3	25%	-	-	-	26%	25%
	2	11%	-	-	-	11%	10%
	1	3%	-	-	-	3%	2%
	0	1%	-	-	-	1%	1%
	Proportion of respondents provided the best answer to each scenario						
(n=803)	q6a@. Scenario 1	61%	-	-	-	66%	68%
(n=801)	q6b@. Scenario 2	60%	-	-	-	63%	64%
(n=802)	q6c@. Scenario 3	76%	-	-	-	71%	75%
(n=802)	q6d@. Scenario 4	95%	-	-	-	94%	94%
(n=801)	q6e@. Scenario 5	72%	-	-	-	65%	67%
	Scenario 1: An employee was part of a procurement process involving their friend's business and didn't declare it. The employee's friend won the contract and went on to provide good quality services for your organisation.						
(n=803)	How would you categorise the type of practice described?						
	Corrupt practice	61%	-	-	-	66%	68%
	Not good practice, but not corrupt	35%	-	-	-	29%	28%
	Against procedure but not bad practice	1%	-	-	-	3%	2%
	Acceptable practice	0%	-	-	-	0%	0%
	Good practice	0%	-	-	-	0%	0%
	I don't know	2%	-	-	-	2%	2%
(n=719)	What course of action would you take?						
	Talk to my manager or executive about my concerns	78%	-	-	-	68%	70%
	Make a formal report of the conduct within my organisation	32%	-	-	-	34%	34%
	Talk to the individual about my concerns	16%	-	-	-	14%	13%
	Talk to others in my organisation about my concerns	12%	-	-	-	12%	12%
	Make a formal report of the conduct outside my organisation	4%	-	-	-	5%	5%
	I wouldn't take any action	2%	-	-	-	3%	3%
	Scenario 2: An employee regularly accesses records they had no reason to access. The records contain sensitive personal information about people.						
(n=801)	How would you categorise the type of practice described?						
	Corrupt practice	60%	-	-	-	63%	64%
	Not good practice, but not corrupt	37%	-	-	-	35%	34%
	Against procedure but not bad practice	1%	-	-	-	1%	1%
	Acceptable practice	0%	-	-	-	0%	0%
	Good practice	0%	-	-	-	0%	0%
	I don't know	1%	-	-	-	1%	1%
(n=710)	What course of action would you take?						
	Talk to my manager or executive about my concerns	74%	-	-	-	66%	68%
	Make a formal report of the conduct within my organisation	36%	-	-	-	38%	37%
	Talk to the individual about my concerns	18%	-	-	-	17%	16%
	Talk to others in my organisation about my concerns	11%	-	-	-	9%	10%
	Make a formal report of the conduct outside my organisation	3%	-	-	-	3%	3%
	I wouldn't take any action	1%	-	-	-	2%	2%
	Scenario 3: An employee uses their official letterhead to communicate with someone outside the organisation during a personal matter because they believed they would get favourable treatment.						
(n=802)	How would you categorise the type of practice described?						
	Corrupt practice	76%	-	-	-	71%	75%
	Not good practice, but not corrupt	21%	-	-	-	25%	22%
	Against procedure but not bad practice	2%	-	-	-	2%	1%
	Acceptable practice	0%	-	-	-	0%	0%
	Good practice	0%	-	-	-	0%	0%
	I don't know	1%	-	-	-	1%	1%
(n=710)	What course of action would you take?						
	Talk to my manager or executive about my concerns	66%	-	-	-	59%	61%
	Make a formal report of the conduct within my organisation	35%	-	-	-	31%	33%
	Talk to the individual about my concerns	22%	-	-	-	23%	19%
	Talk to others in my organisation about my concerns	13%	-	-	-	10%	10%
	Make a formal report of the conduct outside my organisation	4%	-	-	-	3%	3%
	I wouldn't take any action	4%	-	-	-	4%	4%
	Scenario 4: An employee deliberately bypassed the usual processes to get an ineligible candidate into a grant program.						
(n=802)	How would you categorise the type of practice described?						
	Corrupt practice	95%	-	-	-	94%	94%
	Not good practice, but not corrupt	4%	-	-	-	4%	4%
	Against procedure but not bad practice	0%	-	-	-	0%	0%
	Acceptable practice	0%	-	-	-	0%	0%
	Good practice	0%	-	-	-	0%	0%
	I don't know	1%	-	-	-	1%	1%
(n=709)	What course of action would you take?						
	Talk to my manager or executive about my concerns	66%	-	-	-	57%	59%
	Make a formal report of the conduct within my organisation	55%	-	-	-	52%	52%
	Talk to others in my organisation about my concerns	15%	-	-	-	11%	12%
	Make a formal report of the conduct outside my organisation	10%	-	-	-	10%	9%
	Talk to the individual about my concerns	7%	-	-	-	7%	6%
	I wouldn't take any action	1%	-	-	-	2%	2%
	Scenario 5: An employee repeatedly fills a vacancy using temporary or acting staff to avoid running a competitive, merit-based recruitment process.						
(n=801)	How would you categorise the type of practice described?						
	Not good practice, but not corrupt	72%	-	-	-	65%	67%
	Corrupt practice	16%	-	-	-	25%	23%
	Against procedure but not bad practice	7%	-	-	-	5%	5%
	Acceptable practice	2%	-	-	-	1%	1%
	Good practice	0%	-	-	-	0%	0%
	I don't know	2%	-	-	-	3%	3%
(n=724)	What course of action would you take?						
	Talk to my manager or executive about my concerns	68%	-	-	-	66%	67%
	Talk to the individual about my concerns	22%	-	-	-	16%	15%
	Talk to others in my organisation about my concerns	19%	-	-	-	17%	18%
	Make a formal report of the conduct within my organisation	12%	-	-	-	17%	15%
	Make a formal report of the conduct outside my organisation	2%	-	-	-	3%	2%
	I wouldn't take any action	9%	-	-	-	8%	9%

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results

Department of Infrastructure, Transport, Regional Development, Communications and the Arts (DITRDCA)

This report displays the results of all quantitative questions canvassed in the survey in a tabular format. The table uses conditional colour formatting based on the following rules. Further reading notes are provided in a separate tab.

Colour formatting legend:

Cohort result is higher (green) or lower (red) than DITRDCA overall positive result:

5%

5%

% Positive results only from this s47E(d)

DITRDCA Overall				2024		
% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)	

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results

Department of Infrastructure, Transport, Regional Development, Communications and the Arts (DITRDCA)

This report displays the results of all quantitative questions canvassed in the survey in a tabular format. The table uses conditional colour formatting based on the following rules. Further reading notes are provided in a separate tab.

Colour formatting legend:

Cohort result is higher (green) or lower (red) than DITRDCA overall positive result: 5% / 5%

% Positive results only from thi s47E(d)

	DITRDCA Overall				2024	
	% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)
Reporting likelihood	**66%**	**20%**	**13%**	**-**	**68%**	**68%**
Know or can find out how to report corruption	**76%**	**15%**	**8%**	**-**	**77%**	**78%**
Please rate your level of agreement with the following statements. (% Strongly agree, Agree | % Neither agree nor disagree | % Disagree, Strongly disagree)						
(n=852) q1c. I know or can easily find out how to report corrupt conduct to my organisation's integrity area	81%	12%	7%	-	83%	84%
(n=850) q1d. I know or can easily find out how to report corrupt conduct to the National Anti-Corruption Commission	72%	18%	10%	-	72%	73%
Related question (not included in above factor score)						
Please rate your level of agreement with the following statements. (% Strongly agree, Agree | % Neither agree nor disagree | % Disagree, Strongly disagree)						
(n=862) q1a. I understand my organisation's integrity values and expectations.	97%	2%	1%	-	97%	97%
(n=852) q1e. I have discussed the topic of corruption (in general) with my work colleagues in the last 12 months	43%	17%	40%	-	47%	47%
(n=847) q1f. I have discussed the work of the National Anti-Corruption Commission with my work colleagues in the last 12 months	21%	16%	63%	-	22%	24%
Propensity to report corruption	**55%**	**24%**	**17%**	**3%**	**59%**	**57%**
How likely would you be to make an official report (e.g. to your organisation's integrity section, the NACC or other enforcement areas) under each of the following circumstances (% Definitely, Probably | % Possibly | % Probably not, Definitely not | % Unsure)						
(n=841) q2a. If you had specific details of corrupt conduct?	89%	8%	2%	1%	88%	88%
(n=835) q2b. If someone told you specific details of corrupt conduct?	68%	23%	7%	2%	69%	66%
(n=836) q2c. If you suspected corrupt conduct is occurring, but you don't know the details?	39%	36%	21%	4%	45%	42%
(n=835) q2d. If someone told you corrupt conduct is occurring but didn't give you any details?	26%	29%	38%	7%	34%	31%
Related question (not included in above factor score)						
(n=822) q4. If it became known that a person in your work area reported corrupt conduct, indicate the likely reaction of their colleagues towards that person. (% Very supportive, Supportive | % Indifferent | % Uneasy, Very uneasy | % Unsure)	61%	12%	15%	12%	64%	64%
(n=816) q5mr. Within your organisation, are there reasons why an employee would not report corrupt conduct? (Multiple Response)						
No, everyone would report	6%	-	-	-	10%	9
They may not have sufficient proof	72%	-	-	-	66%	67%
It could affect their career	47%	-	-	-	42%	44%
Fear of retaliation or reprisals	46%	-	-	-	42%	43%
They don't think action would be taken	39%	-	-	-	36%	36%
They don't know how to report	39%	-	-	-	33%	32%
Lack of confidentiality	29%	-	-	-	27%	27%
Repercussions beyond career impacts	26%	-	-	-	22%	23%
Too busy doing other work	22%	-	-	-	20%	21%
Don't want to ruin someone's career	22%	-	-	-	19%	20%
Not supported by management	21%	-	-	-	22%	23%
Loyalty to the employee	16%	-	-	-	15%	15%
Managers accept the conduct	15%	-	-	-	15%	16%
The reporting process is too difficult	13%	-	-	-	11%	10%
Better to deal with it unofficially	8%	-	-	-	7%	7%
To protect the organisation's reputation	7%	-	-	-	9%	9%
Corruption isn't serious enough	6%	-	-	-	5%	5%
Other	4%	-	-	-	4%	4%
Prefer not to say	2%	-	-	-	2%	2%
Commitment and loyalty	**70%**	**22%**	**8%**	**-**	**77%**	**75%**
Please rate your level of agreement with the following statements. (% Strongly agree, Agree | % Neither agree nor disagree | % Disagree, Strongly disagree)						
(n=766) q25c. I would recommend my organisation as a good place to work	78%	17%	6%	-	74%	75%
(n=768) q25b. I am proud to work in my organisation	74%	20%	5%	-	83%	81%
(n=768) q25a. I feel a strong personal attachment to my organisation	58%	28%	14%	-	73%	70%

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results

Department of Infrastructure, Transport, Regional Development, Communications and the Arts (DITRDCA)

This report displays the results of all quantitative questions canvassed in the survey in a tabular format. The table uses conditional colour formatting based on the following rules. Further reading notes are provided in a separate tab.

Colour formatting legend:

Cohort result is higher (green) or lower (red) than DITRDCA overall positive result: 5% / 5%

s47E(d)

		DITRDCA Overall				2024	
		% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)
	Organisational indicators of corruption						
	Related question (not included in above factor score)						
(n=779)	q13. Do you have specific knowledge of corrupt conduct that occurred within your organisation while you have been working there?						
	Yes	7%	-	-	-	15%	15%
	Unsure	7%	-	-	-	9%	8%
	No knowledge of specific corrupt conduct in my organisation	84%	-	-	-	73%	74%
	Prefer not to say	2%	-	-	-	3%	3%
(n=111)	q14. Do you know about the corrupt conduct because it is your job to deal with allegations of corrupt conduct?						
	Yes, because it is part of my job to deal with such matters	14%	-	-	-	14%	14%
	No, it is not part of my job to deal with such matters	86%	-	-	-	86%	86%
(n=98)	q15. How many incidents of corrupt conduct are you aware of?						
	One only	50%	-	-	-	38%	41%
	Two separate incidents	26%	-	-	-	27%	26%
	Three separate incidents	7%	-	-	-	11%	10%
	Four or more separate incidents	17%	-	-	-	24%	23%
(n=106)	q16. Is the conduct something that:						
	Is happening now, ongoing	13%	-	-	-	19%	19%
	Happened in the last 12 months	45%	-	-	-	30%	29%
	Happened more than 12 months ago	33%	-	-	-	41%	42%
	I don't know when it happened	8%	-	-	-	10%	9%
(n=105)	q17. How did you become aware of the corrupt conduct?						
	I heard about it only	56%	-	-	-	64%	64%
	I discovered/witnessed it myself	44%	-	-	-	36%	36%
(n=58)	q18mr. If you heard about it, where did you hear about it? (Multiple Response)						
	It is/was talked about in my organisation (officially or unofficially)	45%	-	-	-	61%	
	From the person/persons who discovered it	40%	-	-	-	28%	
	It is/was talked about in the news, social media, or other public place	21%	-	-	-	25%	
	Prefer not to say	14%	-	-	-	10%	
(n=103)	q19mr. Did the conduct involve: (Multiple Response)						
	A person misusing process(es), such as a recruitment, grant application or visa process	59%	-	-	-	43%	48%
	A person misusing powers, such as police powers, delegated authority, or decision-making power	35%	-	-	-	40%	37%
	A person misusing resources, such as money, equipment, or other property, for a purpose other than what is intended	26%	-	-	-	39%	36%
	A person misusing information, such as classified, sensitive, or other restricted information, by accessing, disclosing or modifying it when not authorised to do so	23%	-	-	-	26%	25%
(n=104)	q20mr. Which of the following best describes the corrupt behaviour? (Multiple Response)						
	Cronyism	35%	-	-	-	31%	32%
	Nepotism	30%	-	-	-	35%	35%
	Fraud	27%	-	-	-	34%	31%
	Undisclosed conflict of interest	24%	-	-	-	32%	31%
	Green-lighting	21%	-	-	-	19%	19%
	Stealing/theft	10%	-	-	-	13%	12%
	Kickbacks	8%	-	-	-	9%	9%
	Secret commissions	8%	-	-	-	6%	6%
	Gratuities	7%	-	-	-	7%	6%
	Insider trading	7%	-	-	-	7%	9%
	Blackmail	5%	-	-	-	5%	5%
	Drugs	5%	-	-	-	4%	3%
	Bribery	4%	-	-	-	8%	8%
	Cybercrime	4%	-	-	-	4%	4%
	Criminal group	3%	-	-	-	7%	5%
	Embezzlement	3%	-	-	-	7%	7%
	Forgery	3%	-	-	-	6%	6%
	Identity theft	2%	-	-	-	4%	4%
	Money laundering	2%	-	-	-	4%	4%
	Perverting the course of justice	2%	-	-	-	8%	8%
	Violence	2%	-	-	-	3%	3%
	Other	13%	-	-	-	15%	15%
(n=94)	q21mr. Which of the following did the corrupt behaviour involve? (Multiple Response)						
	Procurement	36%	-	-	-	24%	26%
	Government	29%	-	-	-	24%	26%
	Money	21%	-	-	-	23%	25%
	Policy	16%	-	-	-	12%	12%
	Domestic activity	13%	-	-	-	8%	8%
	Political	12%	-	-	-	5%	4%
	Classified information	9%	-	-	-	13%	12%
	Family	5%	-	-	-	9%	10%
	Media	5%	-	-	-	3%	3%
	National security	3%	-	-	-	3%	2%
	Parliament	3%	-	-	-	2%	2%
	Environment	2%	-	-	-	2%	2%
	Immigration	2%	-	-	-	4%	2%
	Intelligence	2%	-	-	-	4%	2%
	Australian border	1%	-	-	-	7%	5%
	Court processes	1%	-	-	-	3%	3%
	International activity	1%	-	-	-	4%	4%
	Military	1%	-	-	-	11%	1%
	Tax	1%	-	-	-	4%	2%
	Visas	1%	-	-	-	3%	1%
	Vulnerable people	1%	-	-	-	6%	6%
	Climate	0%	-	-	-	1%	1%
	Other	21%	-	-	-	18%	21%
(n=103)	q22mr. What action did you take in relation to this incident? (Multiple Response)						
	Talked to my manager or executive about my concerns	40%	-	-	-	31%	29%
	Talked to others in my organisation about my concerns	20%	-	-	-	24%	24%
	Made a formal report of the conduct within my organisation	11%	-	-	-	15%	13%
	Made a formal report of the conduct outside my organisation	6%	-	-	-	4%	3%
	Talked to the individual about my concerns	4%	-	-	-	7%	6%
	Other action	12%	-	-	-	16%	16%
	I did not take any action	42%	-	-	-	36%	38%
(n=43)	q23mr. Why did you not take any action? (Multiple Response)						
	I was concerned I would be subject to detrimental or adverse action if I made a report	51%	-	-	-	31%	
	I did not have sufficient proof	40%	-	-	-	26%	
	I didn't think anything would happen if I made a report	33%	-	-	-	24%	
	I didn't know what action to take	14%	-	-	-	9%	
	I thought someone else would report it	9%	-	-	-	6%	
	I didn't know how to make a report	5%	-	-	-	4%	
	Other	30%	-	-	-	50%	
	Prefer not to say	7%	-	-	-	7%	

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results

Department of Infrastructure, Transport, Regional Development, Communications and the Arts (DITRDCA)

This report displays the results of all quantitative questions canvassed in the survey in a tabular format. The table uses conditional colour formatting based on the following rules. Further reading notes are provided in a separate tab.

Colour formatting legend:

Cohort result is higher (green) or lower (red) than DITRDCA overall positive result: 5% / 5%

% Positive results only from this s47E(d)

		DITRDCA Overall				2024	
		% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)
	About you and your job						
(n=773)	q26. Which one of the following best describes the type of work you do?						
	Policy	35%	-	-	-	10%	16%
	Portfolio, program and project management	22%	-	-	-	9%	11%
	Administration	8%	-	-	-	11%	11%
	Accounting and finance	5%	-	-	-	5%	4%
	Human resources	4%	-	-	-	5%	4%
	Communications and marketing	4%	-	-	-	3%	4%
	Legal and parliamentary	3%	-	-	-	3%	4%
	Compliance and regulation	3%	-	-	-	8%	8%
	Data and research	3%	-	-	-	5%	7%
	Senior executive	3%	-	-	-	2%	3%
	Information and communications technology and digital solutions	3%	-	-	-	6%	7%
	Monitoring and audit	2%	-	-	-	2%	2%
	Service delivery	1%	-	-	-	9%	9%
	Information and knowledge management	1%	-	-	-	2%	1%
	Engineering and technical	1%	-	-	-	3%	2%
	Science and health	0%	-	-	-	3%	4%
	Intelligence	0%	-	-	-	3%	1%
	Trades and labour	0%	-	-	-	1%	1%
	Military	0%	-	-	-	10%	0%
(n=771)	q28@. What is your current, actual classification level?						
	SES 1-3	5%	-	-	-	3%	4%
	EL 1-2	46%	-	-	-	30%	35%
	APS 1-6	39%	-	-	-	43%	45%
	Military rank	0%	-	-	-	8%	0%
	Do not fit into any of the above categories	1%	-	-	-	7%	7%
	Prefer not to say	9%	-	-	-	9%	9%

Released under the Freedom of Information Act by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts