

# Building and Plumbing Commission Integrity Guidelines

The Building and Plumbing Commission (BPC) is committed to the highest standards of public service in the regulation of the building and plumbing industries. Every organisation confronts fraud and corruption and the BPC is not an exception. Our robust integrity framework requires that all of our people act with the highest standards of probity to ensure that positive consumer outcomes are the focus of what we do.

Any circumstance where there is potential for gain, of any form, including avoidance of loss, requires the BPC to be mindful of fraud and corruption risk.

BPC employees are the first line of defence. We all need to have the courage to speak up if something does not seem to accord with the Victorian Public Sector (VPS) or BPC values, or contradict the standards of behaviour we expect of ourselves and our colleagues.

Those who speak up at the BPC will be protected from reprisals and supported. All BPC employees have a positive obligation to support colleagues who report concerns. All allegations will be taken seriously and given careful consideration. Every person involved in the matter will be treated fairly.

A person accused of misconduct will be supported throughout the investigative process which may include the provision of personal support and access to advocacy and representation. All investigations will be conducted in accordance with the principles of procedural fairness.

Allegations that a person has suffered reprisals for making a report will be thoroughly investigated and, if substantiated, disciplinary action will be taken. Victimisation is unlawful and any employee found to be involved in the victimisation of another person will face serious disciplinary including dismissal. Support will be available for all BPC employees affected by the investigation.

If an employee knows about fraud and corruption, and does not report it, they are in breach of:

- the Code of Conduct for Victorian Public Sector Employees; and
- the Fraud and Corruption Control Policy; and
- the BPC and VPS values; and
- these Guidelines.

These breaches are serious disciplinary matters and can attract significant consequences.

All reports of fraud and corruption are taken seriously and are investigated thoroughly. Allegations of criminal behaviour will be reported to Victoria Police. The Independent Broad-based Anti-corruption Commission (IBAC) will be notified of any reasonable suspicion of corrupt conduct.

Every substantiated instance of corruption will be dealt with under the misconduct provisions of the Enterprise Agreement. Dismissal is a likely outcome.