



Australian Government

**Department of Immigration
and Border Protection**

Professional Standards

SUBSECTION 55(1) OF THE *AUSTRALIAN BORDER FORCE ACT 2015*

I, MICHAEL PEZZULLO, Secretary of the Department of Immigration and Border Protection, under subsection 55(1) of the *Australian Border Force Act 2015* give the following Directions:

1 Purpose of this Direction:

The Department of Immigration and Border Protection (DIBP) operates in a complex and dynamic law and national security enforcement environment. To perform effectively in this environment, it is critical that the Department secures and maintains the confidence of government, industry, the law enforcement community (both domestic and international) and the wider community. Central to this goal are the professionalism and integrity of staff, contractors, consultants and secondees and the ability of the Department, at an organisational level, to prevent and counter internal corruption and misconduct.

This Direction requires Immigration and Border Protection workers (IBP workers) who are not employed under the *Public Service Act 1999*, to conduct themselves in accordance with Professional Standards consistent with those required of Departmental employees and other Australian Public Service (APS) employees under the Australian Public Service Values, Employment Principles and Code of Conduct set out in sections 10, 10A and 13 of the *Public Service Act 1999*. These legally enforceable Professional Standards are consistent with the expectations of the Department, the Government and the wider community.

2 Application and Citation

IBP worker is defined in subsection 4(1) of the *Australian Border Force Act 2015*. This Direction applies to IBP workers not employed under the *Public Service Act 1999* and may be cited as the *Professional Standards Secretary Direction*.

3 Direction

- 3.1. IBP workers not employed under the *Public Service Act 1999* must comply with the Professional Standards requirements set out in Attachment 1.

4 Effect of non-compliance

- 4.1. Failure to comply with this Direction by an IBP worker who is not employed under the *Public Service Act 1999* may result in action being taken in accordance with the terms and conditions under which that worker is providing services or labour to DIBP, or under section 57 *Australian Border Force Act 2015*.

5 Date of effect

- 5.1. This Direction commences on 1 July 2015.



Michael Pezzullo

Secretary

29 June 2015

ATTACHMENT 1

DEPARTMENT OF IMMIGRATION AND BORDER PROTECTION CONTRACTORS, CONSULTANTS AND SECONDEES NOT EMPLOYED UNDER THE *PUBLIC SERVICE ACT 1999*

An IBP worker, who is a contractor, consultant or secondee who is not employed under the *Public Service Act 1999*, in connection with any work conducted for, or services provided to, the Department of Immigration and Border Protection:

- (1) must behave honestly and with integrity
- (2) must act with care and diligence
- (3) must treat everyone with respect and courtesy, and without harassment
- (4) must comply with all applicable Australian laws
- (5) must comply with any lawful and reasonable direction given by someone in the Department of Immigration and Border Protection who has authority to give the direction
- (6) must maintain appropriate confidentiality about dealings that the IBP worker has with any Minister or Minister's member of staff
- (7) must take reasonable steps to avoid any conflict of interest (real or apparent) and disclose details of any material personal interest
- (8) must use Commonwealth resources in a proper manner and for a proper purpose
- (9) must not provide false or misleading information in response to a request for information that is made for official purposes
- (10) must not improperly use inside information or their duties, status, power or authority to:
 - (a) gain, or seek to gain, a personal benefit or an advantage for themselves or for any other person, or
 - (b) cause, or seek to cause, detriment to the Department of Immigration and Border Protection, the Commonwealth or any other person
- (11) must at all times behave in a way that upholds the integrity and good reputation of the Department of Immigration and Border Protection and is consistent with the Australian Public Service Values (*committed to service, ethical, respectful, accountable and impartial*) and Employment Principles (*a safe and rewarding workplace that is free from discrimination, patronage and favouritism, where communication, consultation, cooperation and input on matters that affect the workplace are valued*)
- (12) when performing services for the Department of Immigration and Border Protection overseas, must at all times behave in a way that upholds the good reputation of Australia

