



ADMIN 24/065

Australian Border Force (Immigration and Border Protection Worker Professional Standards) Directions 2024

I, Stephanie Foster PSM, Secretary of the Department of Home Affairs, make the following direction.

Dated *25 September* 2024

Stephanie Foster

Stephanie Foster PSM
Secretary
Department of Home Affairs

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Part 1—Preliminary

1 Name

This instrument is the *Australian Border Force (Immigration and Border Protection Worker Professional Standards) Directions 2024*.

2 Commencement

- (1) Each provision of this instrument specified in column 1 of the table commences, or is taken to have commenced, in accordance with column 2 of the table. Any other statement in column 2 has effect according to its terms.

Commencement information		
Column 1	Column 2	Column 3
Provisions	Commencement	Date/Details
1. The whole of this instrument.	The day after the instrument is signed.	

Note: This table relates only to the provisions of this instrument as originally made. It will not be amended to deal with any later amendments of this instrument.

- (2) Any information in column 3 of the table is not part of this instrument. Information may be inserted in this column, or information in it may be edited, in any published version of this instrument.

3 Authority

This instrument is made under subsection 55(1) of the *Australian Border Force Act 2015*.

4 Schedule

Each instrument that is specified in the Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

5 Application and citation

- (1) This instrument applies to Immigration and Border Protection workers who are not employed under the *Public Service Act 1999*.
- (2) This instrument may be cited as the *Professional Standards Secretary Direction 2024*.

6 Definitions

In this instrument:

Department means the Department of Home Affairs and includes the Australian Border Force.

Immigration and Border Protection worker has the meaning given by subsection 4(1) of the *Australian Border Force Act 2015*.

7 Purpose

- (1) The Department 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.
- (2) This Direction requires Immigration and Border Protection 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 employees under the Australian Public Service (APS) Values, APS Employment Principles and the APS 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.

Part 2—Directions

8 Professional Standards

- (1) All Immigration and Border Protection workers who are not employed under the *Public Service Act 1999* must comply with the Professional Standards requirements set out in subsection (2).
- (2) An Immigration and Border Protection worker who is a contractor, consultant or seconded who is not employed under the *Public Service Act 1999*, in connection with any work conducted for or services provided to the Department, must:
 - (a) behave honestly and with integrity;
 - (b) act with care and diligence;
 - (c) treat everyone with respect and courtesy, and without harassment;
 - (d) comply with all applicable Australian laws;
 - (e) comply with any lawful and reasonable direction given by someone in the Department who has authority to give the direction;

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- (f) maintain appropriate confidentiality about dealings that the Immigration and Border Protection worker has with any Minister or member of staff of the Minister;
 - (g) take reasonable steps to avoid any conflict of interest (real or apparent) and disclose details of any material personal interest;
 - (h) use Commonwealth resources in a proper manner and for a proper purpose;
 - (i) not provide false or misleading information in response to a request for information that is made for official purposes;
 - (j) not improperly use inside information or their duties, status, power or authority to:
 - (i) gain, or seek to gain, a personal benefit or an advantage for themselves or for any other person; or
 - (ii) cause, or seek to cause, detriment to the Department, the Commonwealth or any other person;
 - (k) at all times behave in a way that upholds the integrity and good reputation of the Department and is consistent with the APS Values (committed to service, ethical, respectful, accountable and impartial) and APS Employment Principles (a flexible, 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); and
 - (l) at all times behave in a way that upholds the good reputation of Australia when performing services for the Department overseas.

9 Effect of non-compliance

Failure to comply with the direction in this instrument by an Immigration and Border Protection 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 the Department or under section 57 of the *Australian Border Force Act 2015*.

Schedule—Repeals

Professional Standards Directions 2015

1 The whole of the Directions

Repeal the instrument.