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### KEY STATEMENT

**Integrity principles underpin all decisions and actions undertaken by police organisations and their employees. Police employees who conduct themselves with integrity ensure continued public confidence in police organisations by making decisions that are professional, honest, consistent and transparent.**

### KEY THEMES

**ORGANISATIONAL RESPONSIBILITY**

- Embedding ethics training within core training syllabus.
- Developing easily accessible integrity guides for use by employees.
- Focusing on prevention of integrity breaches through training activities.

**SUPERVISOR RESPONSIBILITY**

- Ensuring employees under their supervision are aware of standards.
- Identifying knowledge gaps and facilitate training where appropriate.
- Identifying existing and potential integrity risks.

**PRACTITIONER RESPONSIBILITY**

- Maintaining current knowledge of standards and conduct guides.
- Identifying knowledge gaps and seeking training/advice where appropriate.

### EDUCATION

- Embedding core integrity principles across all areas of the organisation.
- Establishing clear standards of conduct that are consistent with core integrity principles.
- Embedding ethics training within core training syllabus.
- Developing easily accessible integrity guides for use by employees.
- Focusing on prevention of integrity breaches through training activities.

### STANDARDS

- Modeling standards in own conduct and decision making.
- Demonstrating leadership by making decisions consistent with integrity principles.
- Ensuring employee compliance with standards and guides.

### GOVERNANCE

- Promoting and supporting internal reporting of integrity risks and breaches by employees.
- Taking action on identified integrity risks and performance managing employees where appropriate.
- Ensuring timely investigation into reports of integrity breaches.

### TRANSPARENCY

- Clear communication and consistent application of standards of conduct.
- Applying consistent outcomes for substantiated integrity breaches.
- Establishing and enhancing effective recruitment screening procedures.
- Establishing effective corruption prevention strategies.
- Establishing effective early intervention systems.
- Establishing structures that support internal reporting of integrity breaches.
- Providing consequences for substantiated integrity breaches.
- Ensuring timely investigation into reports of integrity breaches.

### SUPERVISOR RESPONSIBILITY

- Being accountable for own actions and decisions, and for those of employees under their supervision.
- Managing performance fairly and consistently.
- Taking corrective action and applying sanctions as required.
- Encouraging and responding positively to feedback on conduct.

### PRACTITIONER RESPONSIBILITY

- Accepting and abiding by standards and integrity principles.
- Seeking guidance when ethical course of action is unclear.
- Always acting within the authority of the law.
- Reflecting on own conduct and compliance with standards.
- According respect and dignity to colleagues and members of public.
- Identifying and reporting integrity risks and breaches.

### LEADERSHIP

- Being accountable for own actions and decisions.
- Responding positively to feedback on conduct.
- Ensuring ongoing compliance with all duties to disclose.