



Document created in accordance with section 17 of the *Freedom of Information Act 1982 (Cth)*

FOI reference number: LEX 82726

Request details:

'...documents containing the following aggregate, de-identified information held by the Department of Veterans' Affairs:

1. Misconduct findings — conflict of interest / outside employment (2020–2026)

The number of employees (by APS classification band, de-identified) against whom a finding of breach of the APS Code of Conduct was made under s 15 of the Public Service Act 1999, where the alleged breach related to:

- (a) failure to disclose a conflict of interest (s 13(7) PS Act); or***
- (b) engaging in outside employment or a private business interest without prior approval.***

For each category, the number of findings, and the sanctions imposed (reprimand / reduction in classification / reduction in pay / redeployment / termination — aggregate counts only, no names).

2. Matters resolved without formal finding (2020–2026)

The number of matters in the same categories that were commenced under s 15 procedures but resolved without a formal finding (e.g. administrative resolution, caution, no further action).

3. Probationary employee terminations — s 29 (2020–2026)

The number of probationary employees terminated under s 29(3)(f) of the Public Service Act 1999 (failure to satisfy probation) where the stated reason involved conflict of interest or outside employment conduct.

Scope: Financial years 2020–21 to 2025–26 (to date).

Format: Aggregate numerical data only. No personal information, no names, no individual case details required.



Exclusions: I do not request access to any document that would require consultation with third parties or that would identify any individual employee...'

Date of decision: 14 July 2026

1. Misconduct findings — conflict of interest / outside employment (2020–2026)

(a) From 2020 – 2026 the below table reflects the required information for the 8 employees found to have breached the APS Code of Conduct where failure to disclose a conflict of interest (s13(7) PS Act) was a contributing factor.

Number	Sanction imposed
2	Resigned before sanction imposed
5	Deduction of salary, by way of fine
1	Termination

Please note that, given the small cohort size, a decision was made not to release the classification banks on the basis that doing so would pose an unacceptable risk of re-identification of individual employees.

1. (b) engaging in outside employment or a private business interest without prior approval

From 2020 – 2026 no employees have been found to have breached the APS Code of Conduct under section 15 of the PS Act related to outside employment.

2. Matters resolved without formal finding (2020–2026) –

The number of matters in the same categories that were commenced under s 15 procedures but resolved without a formal finding (e.g. administrative resolution, caution, no further action).

This information is not centrally recorded.

Managers are supported to handle conflict of interest and outside employment queries, applications and concerns at the local level and escalate where required.



3. Probationary employee terminations — s 29 (2020–2026)

The number of probationary employees terminated under s 29(3)(f) of the Public Service Act 1999 (failure to satisfy probation) where the stated reason involved conflict of interest or outside employment conduct.

From 2020 – 2026 No employees have been terminated under probation due to conflict of interest or outside employment conduct.