



# Commonwealth Integrity Survey

## Highlights Report

### Department of Education (Education)

2024  
**Commonwealth  
Integrity Survey**

- ✓ Perceive
- ✓ Measure
- ✓ Enhance

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Response rate (Education)	Response rate (Overall)
<b>37%</b>	<b>21%</b>
653 out of 1,761 invitees/registrants	58,309 out of 278,406 invitees/registrants

# Executive summary

## Background

The 2024 Commonwealth Integrity Survey was conducted by the **National Anti-Corruption Commission (the Commission)** to help understand the nature and extent of corruption risk, and **perceptions of integrity and corruption** in the Australian public sector. The survey was conducted between 19 August and 20 September 2024.

Of the 191 agencies identified as potential participating agencies, 171 had at least one staff member respond to the survey (including 168 with a designated survey coordinator promoting the survey). Across the participating agencies with a survey coordinator, response rates ranged from 3% to 100%, with a median response rate of 33%. A total of 58,309 survey responses were collected.

The survey consisted of 53 evaluative questions (plus an additional nine demographic questions to facilitate further analysis). Results from these 53 questions have been grouped into three high-level factors:

- **Organisational controls**—staff members' assessment of their agency's overall integrity, its ability to detect and prevent corruption, and the extent to which the agency's culture provides opportunities for corruption to occur
- **Employee comprehension**—staff members' ability to identify corruption (measured by both their confidence in doing so, and their responses to hypothetical scenarios)
- **Reporting likelihood**—based on staff members' willingness to report corruption and the extent to which they know (or can readily find out) how to do so

## Findings

**Organisational controls:** Respondents largely had faith in the integrity of their agency (an average of 79% positive sentiment across component questions), and to a lesser extent also had faith in the strength of the agency's anti-corruption controls (67%). This lower average rating was largely due to mixed rather than negative sentiment—for instance, while only 63% felt their agency's controls were strong, 92% considered these controls at least 'satisfactory'.

**Employee comprehension:** Almost all respondents (96%) were confident they could identify corruption within their area of responsibility. When presented with five scenarios (four of which constituted some form of corrupt practice), 84% of respondents provided the best response in at least three of the scenarios; however, only 20% provided the best response across all five.

**Reporting likelihood:** Most respondents indicated willingness to report corruption if they had direct access to specific details (88%) but were less likely to if they were merely *told* about specific details (69%), had a suspicion but no details (45%), or learned through hearsay, but with no details (34%). Most employees believed they knew or could readily find out how to report corruption either internally (83%) or to the Commission (72%).

Analysis of the results was conducted across various demographic cohorts. Some of the key findings include:

- The 1,128 respondents who indicated they had a **monitoring and audit** role had much the same assessment of the strength of organisational controls as did other staff. These staff also did slightly better at identifying corruption in the hypothetical examples—although even among these staff, only 22% provided the best response across all five scenarios.
- Across different **agency sizes**, the most positive results were recorded among 'micro' and 'extra small' agencies (those with 100 or fewer staff)—particularly with regards to organisational integrity and anti-corruption controls. Results were broadly similar across other agency sizes.

**This baseline survey has highlighted a range of areas for the Commission to focus on. Future surveys will facilitate tracking the progress of the Commission's initiatives, and the culture of integrity within the Commonwealth public sector.**



# How to read this report

Percentages in this report are based on the total number of valid responses made to the particular question being reported. In most cases, results reflect those respondents who expressed a view and for whom the questions were applicable. 'Don't know' and 'prefer not to say' responses have generally been excluded from attitudinal questions unless otherwise specified (although respondents who did not provide demographic responses have still been included in the overall results).

Percentage results throughout the report may not add up to 100 (particularly when displayed in chart form) due to rounding or where respondents were able to select more than one response.

Note that respondents were not required to answer all questions and therefore the base number of respondents for each question may differ. Note that results for individual questions will be redacted (dashed) if fewer than 10 respondents have provided an answer.

This project has been undertaken in accordance with the International Quality Standard ISO 20252 and ISO 27001 and has complied with the Australian Privacy Principles contained in the *Privacy Act 1988*.



# How to read this report (cont'd)

This report contains a series of tables that illustrate the high-level results for the 2024 Commonwealth Integrity Survey. Information on how to read these tables is provided below.

**Factor scores** are calculated by averaging the percentage positive of all factor questions.

Anti-corruption factors are determined by factor analysis, which groups questions on how closely correlated they are with one another. The components of each factor are grouped as **Factor question(s)**.

Factor name		Factor score:				Agency xx%	Overall xx%
Factor question(s)	Question 1 (n=xx,xxx)	75% 15% 5% 5%				X%	X%
	Question 2 (n=xx,xxx)	50% 25% 20% 5%				X%	X%
	Question 3 (n=xx,xxx)	25% 30% 40% 5%				X%	X%
Related question(s)	Question 4 (n=xx,xxx)	75% 15% 5% 5%				X%	X%

**Related question(s)** include questions that are related to relevant workplace factors but are not included in the factor calculations.

Question text, followed by number of valid responses to the specific question.

Results have been condensed into four categories:

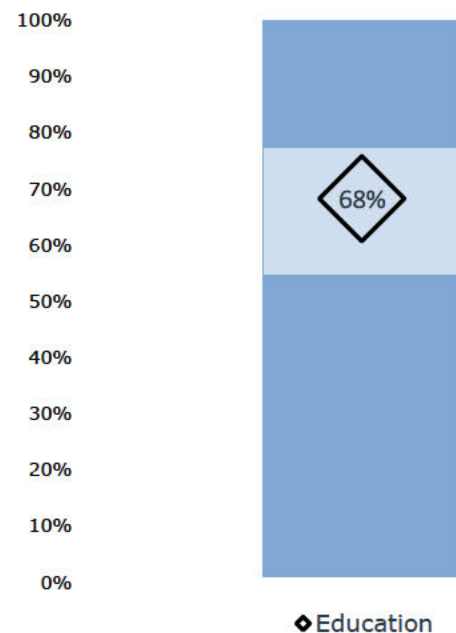
- Positive responses (e.g. strongly agree/agree, very satisfied/satisfied)
- Mixed responses (e.g. neither agree nor disagree)
- Negative responses (e.g. strongly disagree/disagree)
- Unsure (e.g. not applicable / not sure)

Colour formatting for Education columns highlights the differences from the overall results, where your agency results are higher (blue) or lower (red) by at least five percentage points.

# Overall integrity measures

## Organisational controls

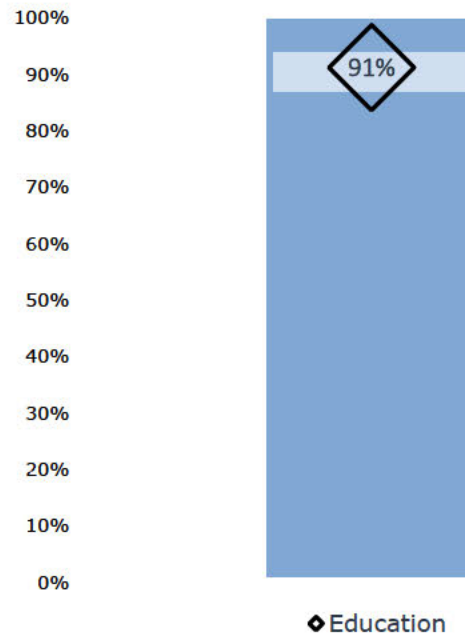
Measures the strength of an organisation's anti-corruption controls, views on organisation integrity, and the risk of corruption within an organisation



S.D. = 11%

## Employee comprehension

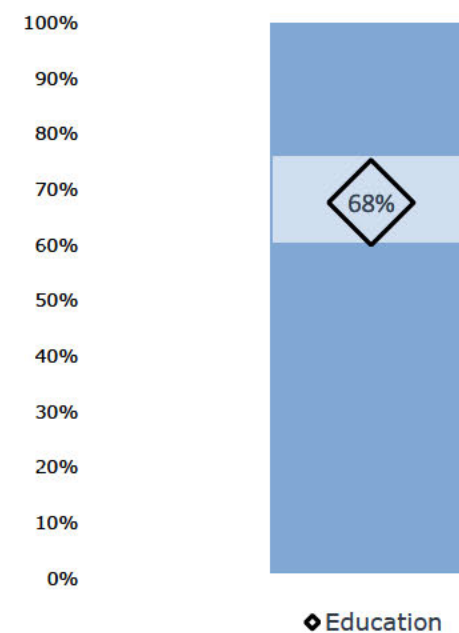
Measures the level of employee confidence in identifying corruption within the workplace



S.D. = 4%

## Reporting likelihood

Measures the propensity to report corruption, as well as the general awareness of reporting mechanisms

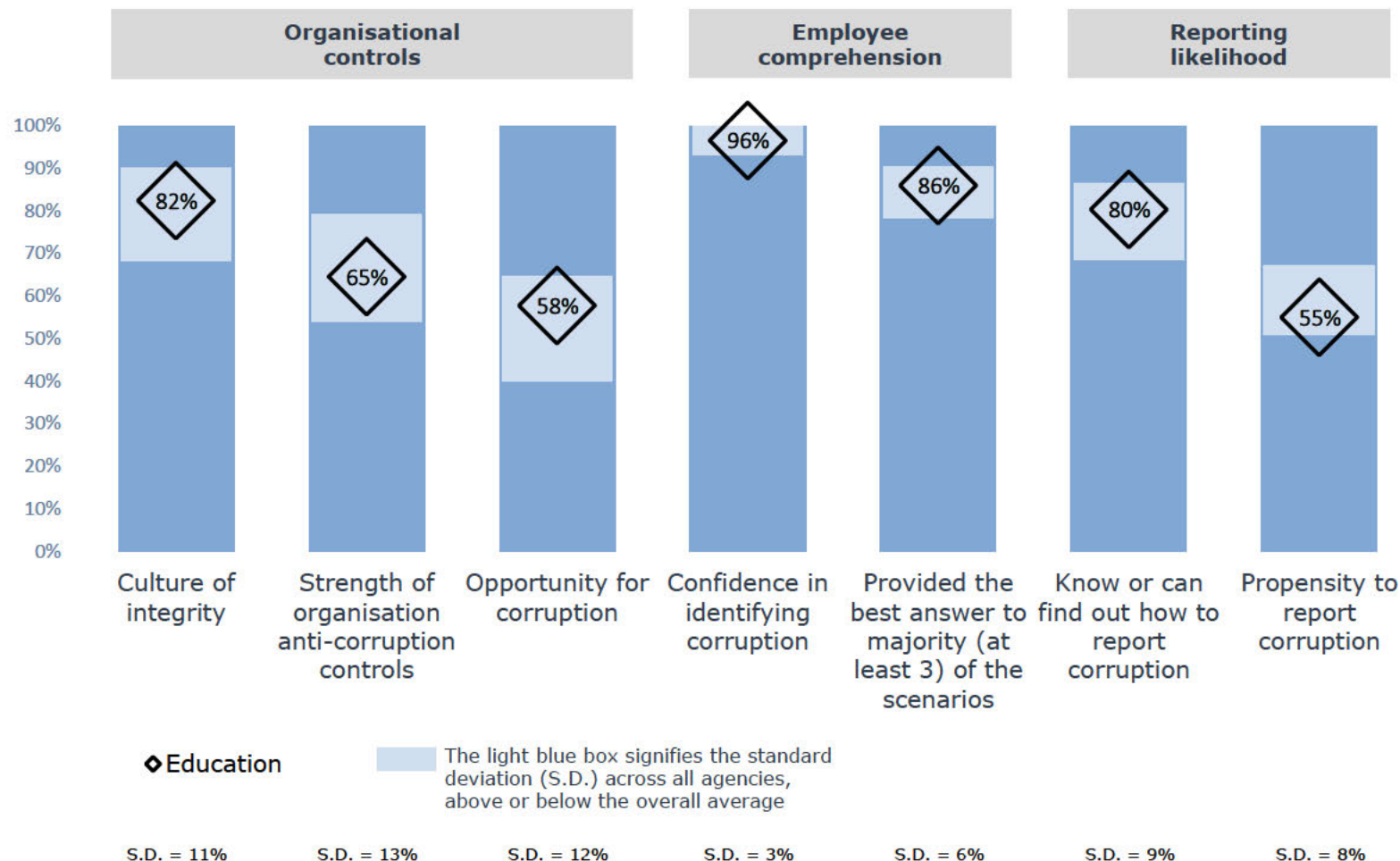


S.D. = 8%

# Factor summary

This report uses factors to summarise the findings related to particular themes canvassed in the survey. These factors are determined through factor analysis, which groups questions that are closely correlated with one another.

The chart on the right illustrates the key factor scores overall.





## Detailed results: Organisational controls

2024  
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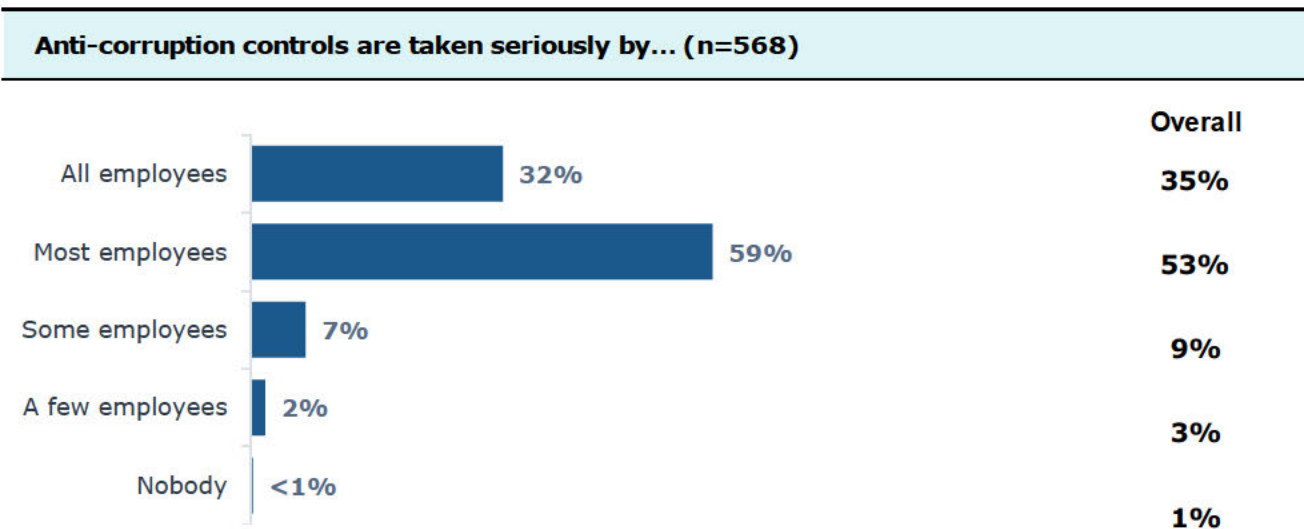
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# Organisational controls

				Education	Overall
<b>Strength of organisation anti-corruption controls</b>				<b>Factor score: 65%</b>	<b>67%</b>
<b>Factor questions</b>	My organisation is able to prevent corruption (n=553)	66%	21% 9%	66%	66%
	My organisation is able to detect corruption (n=565)	64%	21% 12%	64%	70%
	My organisation's anti-corruption controls are... (n=568)*	63%	32% 5%	63%	63%

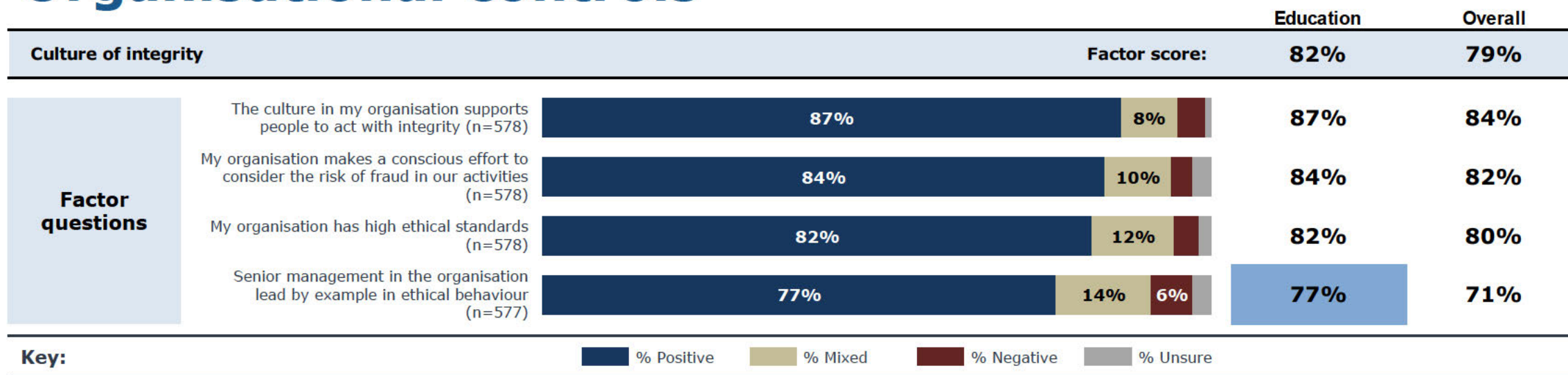
**Key:** % Positive % Mixed % Negative % Unsure

\* % Positive: Very strong, Strong | % Mixed: Satisfactory | % Negative: Weak, Non-existent





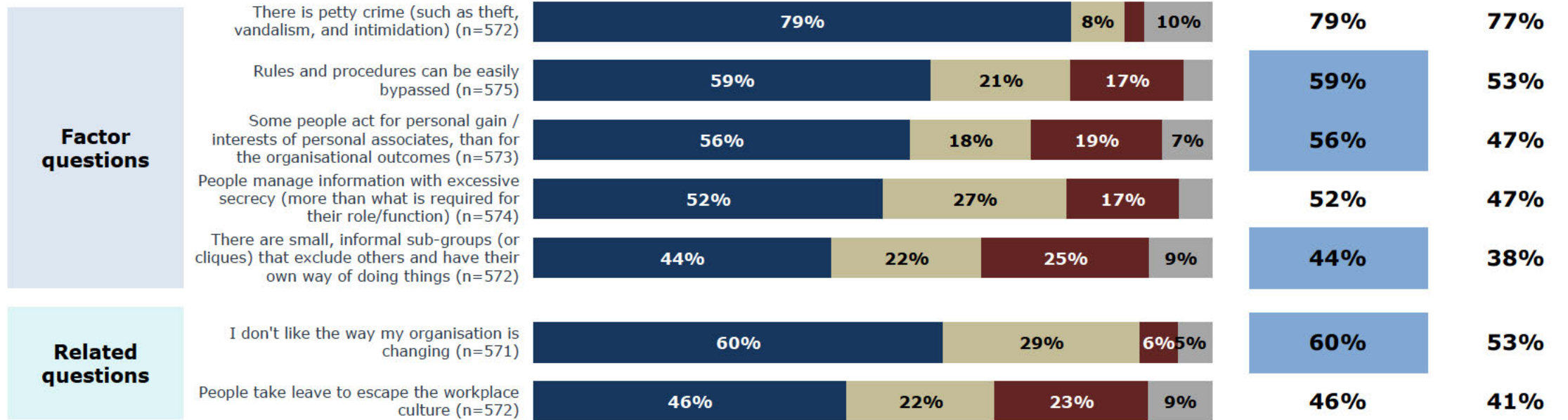
# Organisational controls



# Organisational controls

		Education	Overall
<b>Opportunity for corruption</b>	<b>Factor score:</b>	<b>58%</b>	<b>52%</b>

Scale: % Positive: Strongly disagree, Disagree | % Mixed: Neither agree nor disagree | % Negative: Strongly agree, Agree



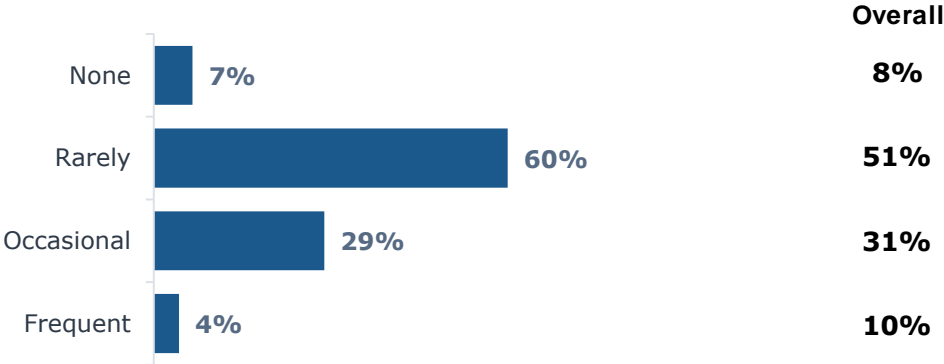
**Key:**

% Positive
  % Mixed
  % Negative
  % Unsure

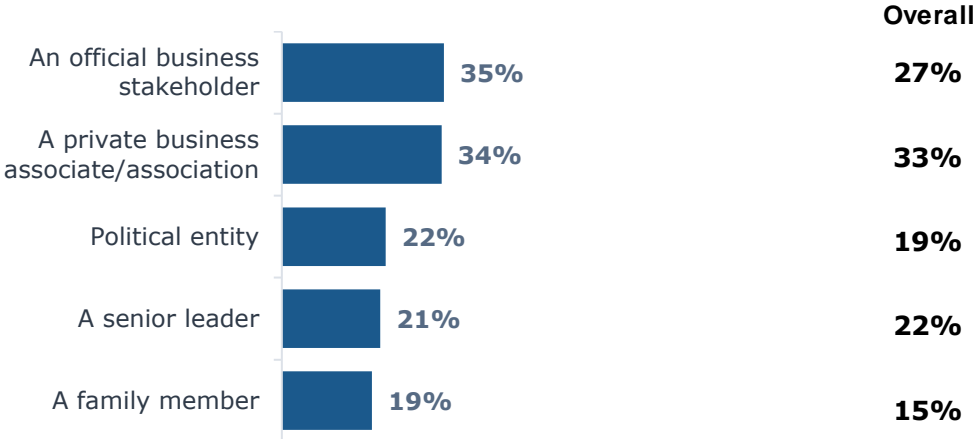
# Organisational controls

		Education	Overall
Opportunity for corruption (cont'd)	Factor score:	58%	52%

## Opportunities for corrupt conduct in my organisation (n=562)



## Top 5 most likely corrupting influence (Multiple response) (n=619)



## Detailed results:

### Employee comprehension

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# Employee comprehension

		Education	Overall
Confidence in identifying corruption	Factor score:	96%	96%

## Factor question

I am confident that I can identify what constitutes corruption within my area of responsibility (n=645)

96%

96%

96%

## Scenario 1

An employee was part of a procurement process involving their friend's business and didn't declare it. The employee's friend won the contract and went on to provide good quality services for your organisation.

67%

provided the best answer

## Scenario 2

An employee regularly accesses records they had no reason to access. The records contain sensitive personal information about people.

62%

provided the best answer

## Scenario 3

An employee uses their official letterhead to communicate with someone outside the organisation during a personal matter because they believed they would get favourable treatment.

75%

provided the best answer

## Scenario 4

An employee deliberately bypassed the usual processes to get an ineligible candidate into a grant program.

96%

provided the best answer

## Scenario 5

An employee repeatedly fills a vacancy using temporary or acting staff to avoid running a competitive, merit-based recruitment process.

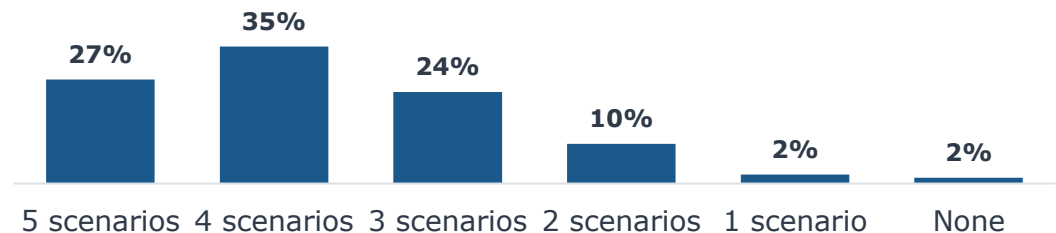
73%

provided the best answer

86%

of respondents gave the best answer to the majority (at least 3) of the scenarios

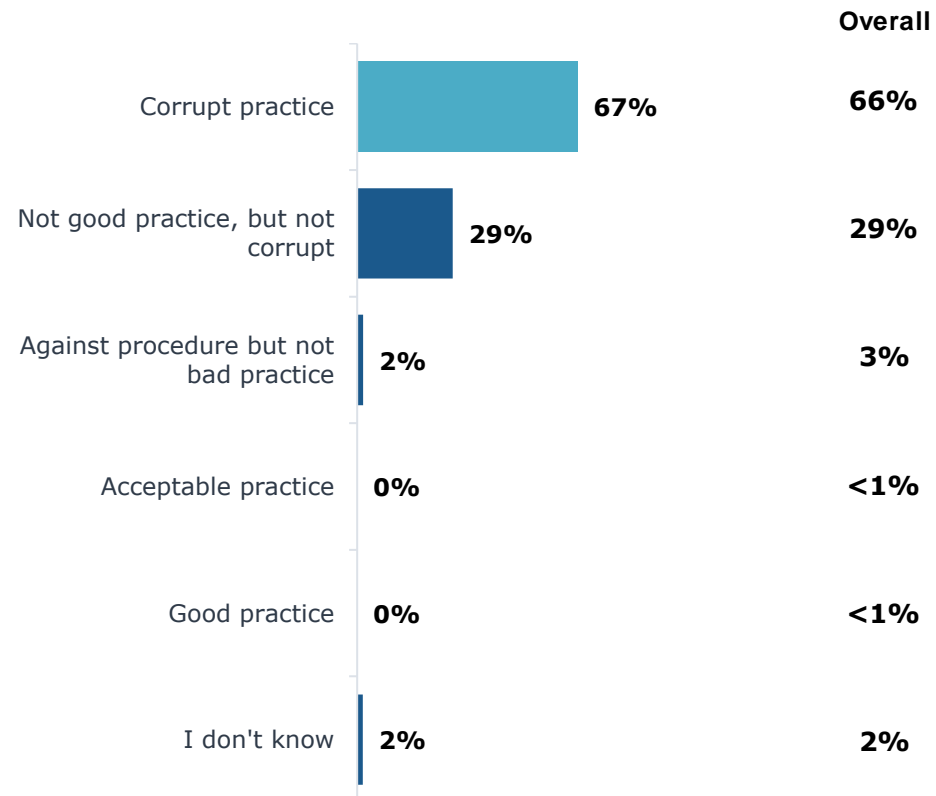
Best answer to:



# Scenario 1

An employee was part of a procurement process involving their friend's business and didn't declare it. The employee's friend won the contract and went on to provide good quality services for your organisation.

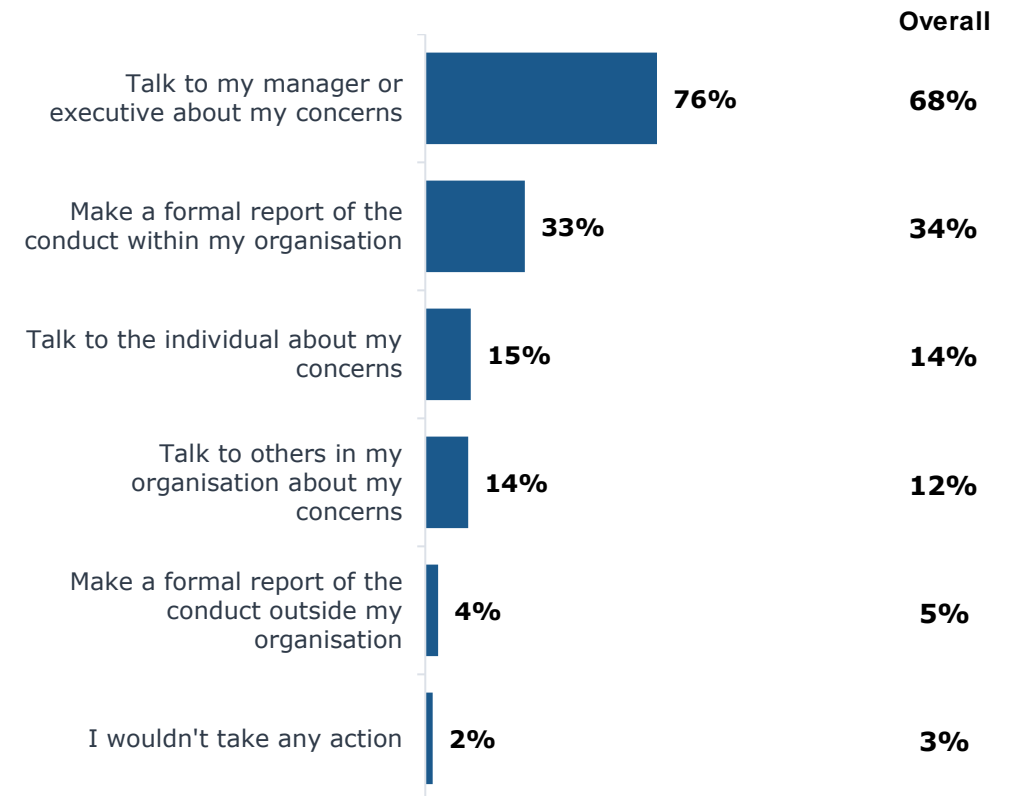
## How would you categorise the type of practice described? (n=596)



Key:

Best answer

## What course of action would you take? (Multiple response) (n=548)

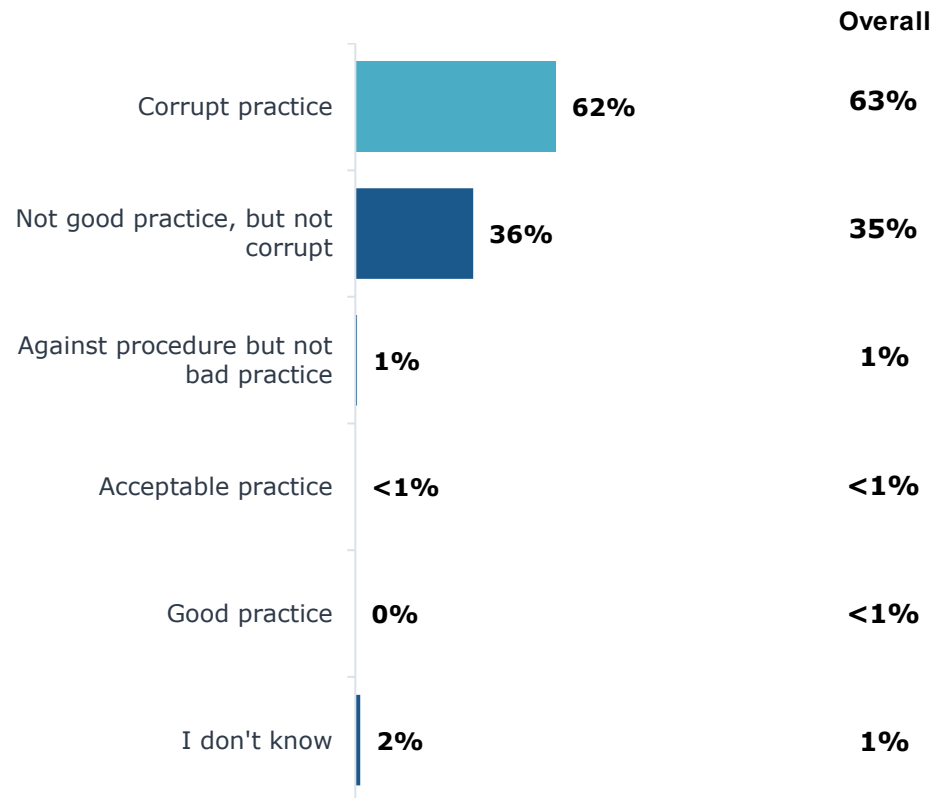




## Scenario 2

An employee regularly accesses records they had no reason to access.  
The records contain sensitive personal information about people.

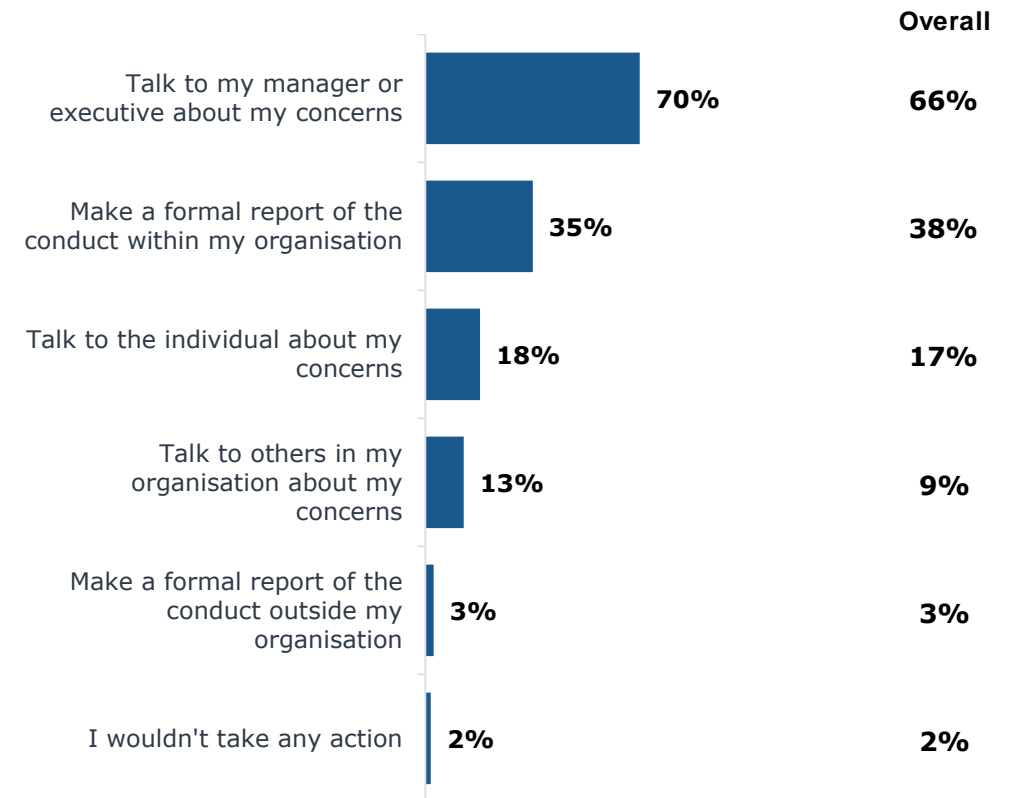
### How would you categorise the type of practice described? (n=591)



Key:

Best answer

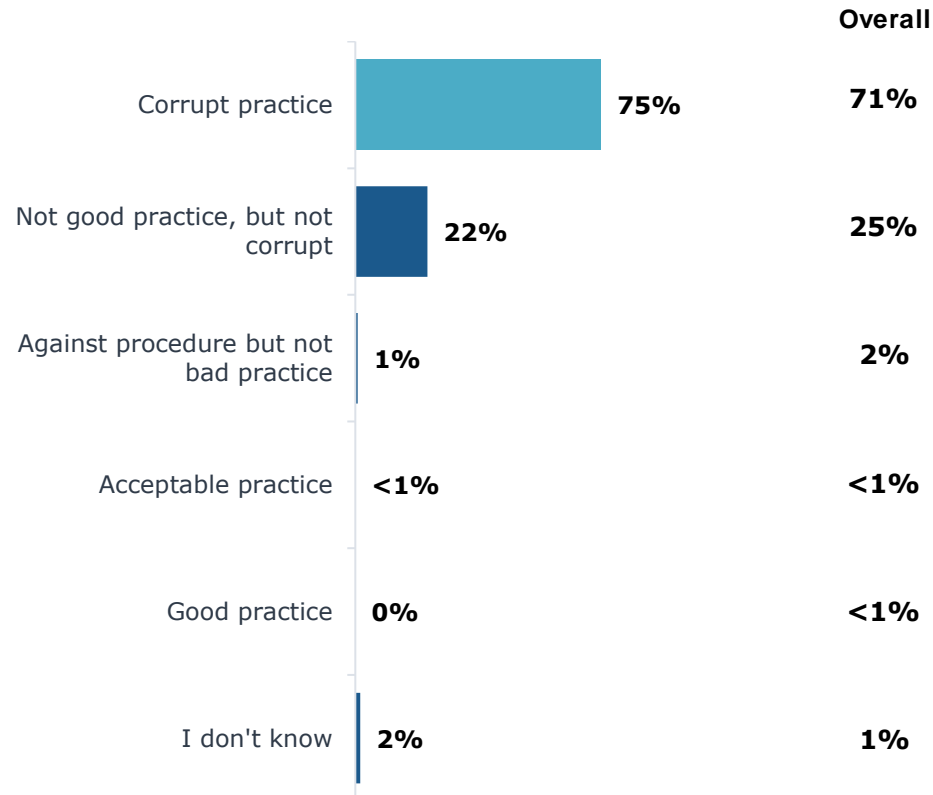
### What course of action would you take? (Multiple response) (n=547)



# Scenario 3

An employee uses their official letterhead to communicate with someone outside the organisation during a personal matter because they believed they would get favourable treatment.

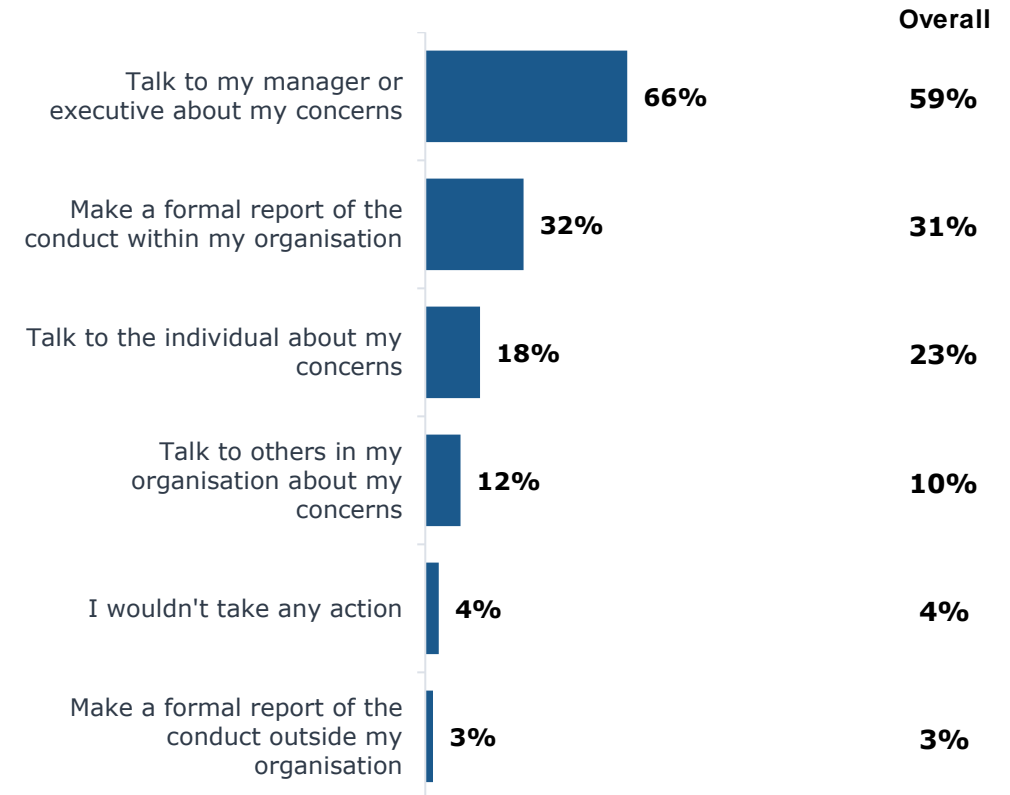
## How would you categorise the type of practice described? (n=591)



Key:

Best answer

## What course of action would you take? (Multiple response) (n=546)



# Scenario 4

An employee deliberately bypassed the usual processes to get an ineligible candidate into a grant program.

## How would you categorise the type of practice described? (n=591)



Key:

Best answer

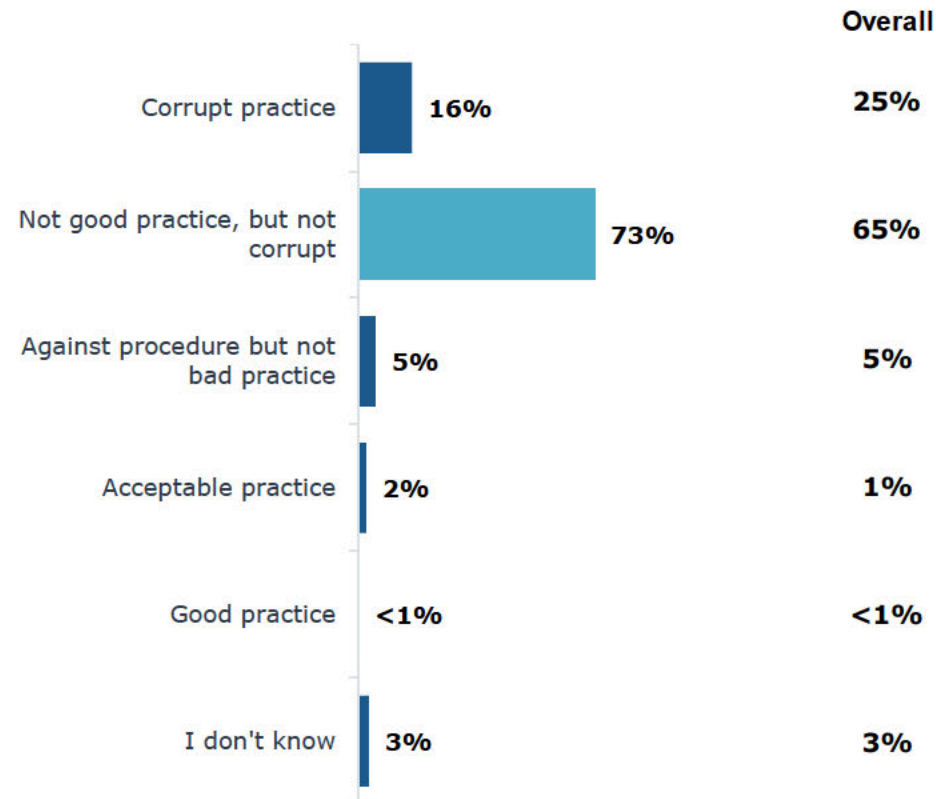
## What course of action would you take? (Multiple response) (n=544)



# Scenario 5

An employee repeatedly fills a vacancy using temporary or acting staff to avoid running a competitive, merit-based recruitment process.

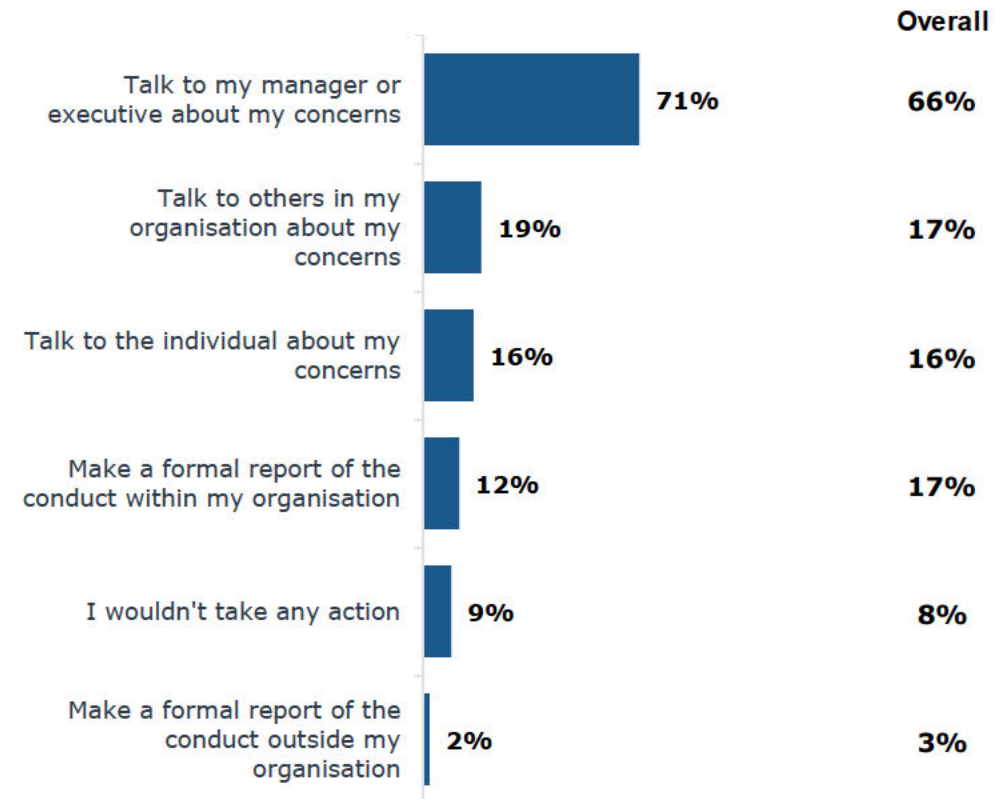
## How would you categorise the type of practice described? (n=589)



Key:

Best answer

## What course of action would you take? (Multiple response) (n=546)



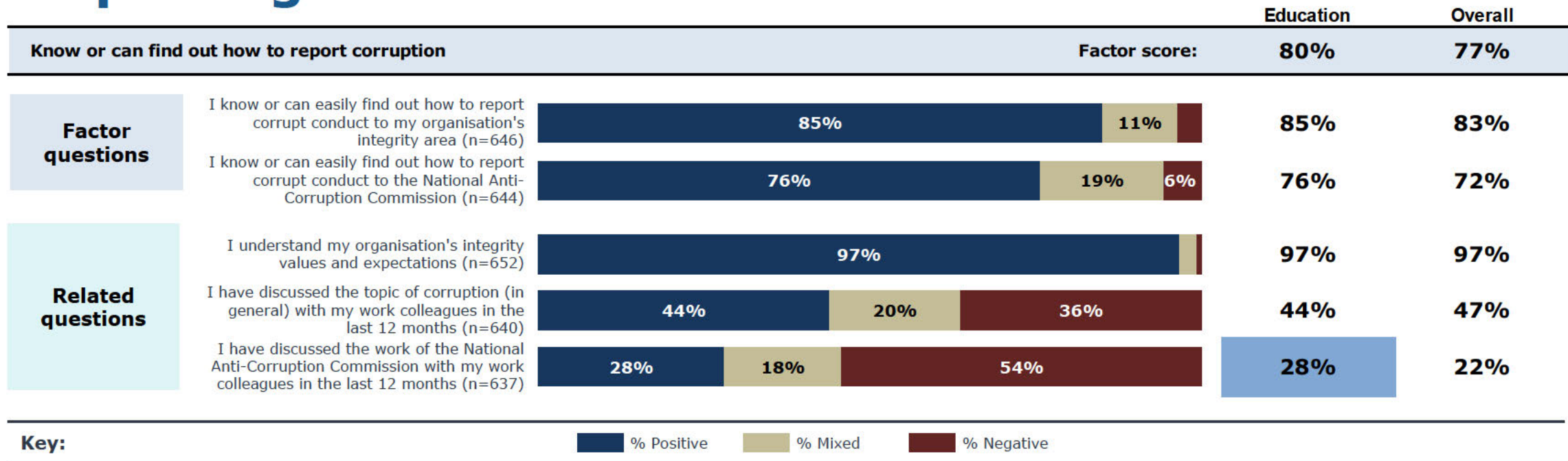
## Detailed results:

### Reporting likelihood

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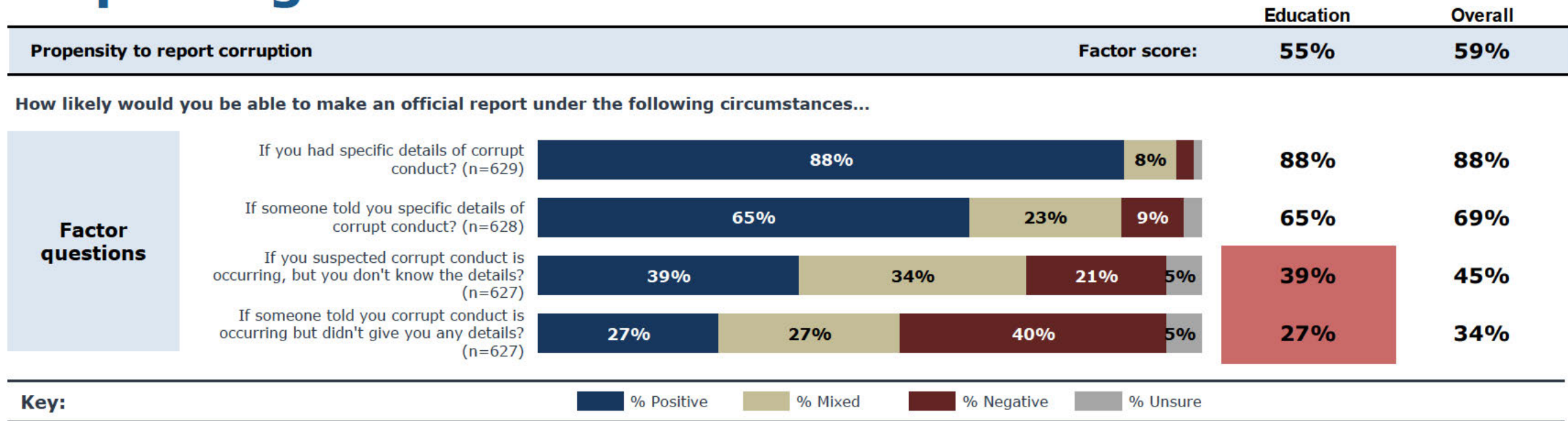
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# Reporting likelihood





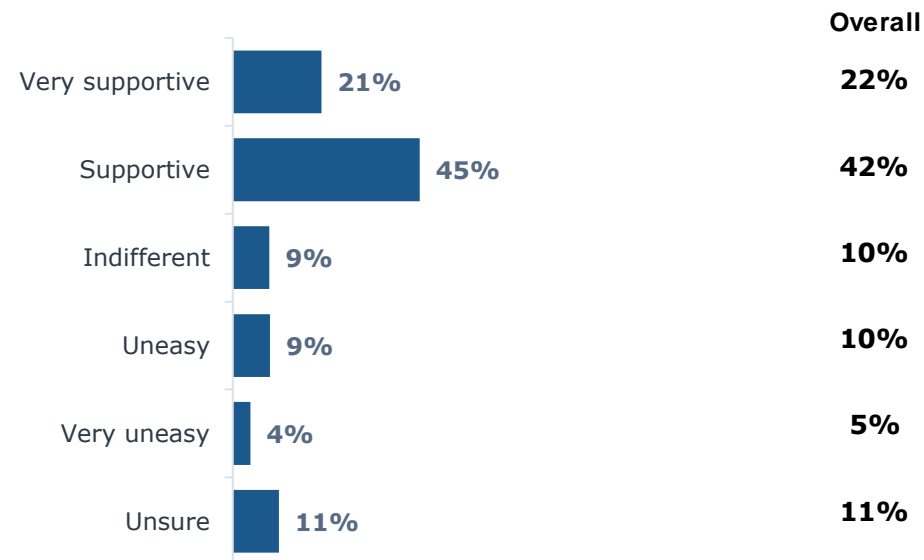
# Reporting likelihood



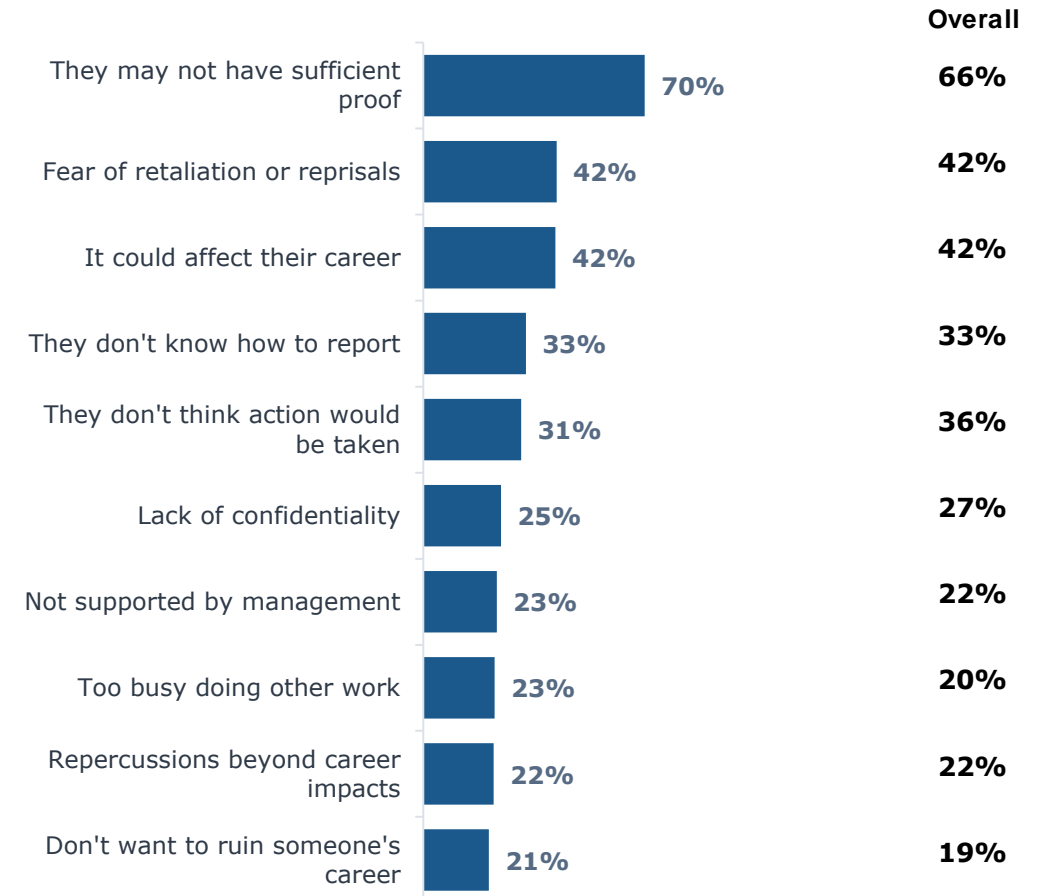
# Reporting likelihood

	Education	Overall
Propensity to report corruption (cont'd)	Factor score: 55%	59%

## Reactions of colleagues to those who report corrupt conduct (n=610)



## Top 10 reasons for not reporting corrupt conduct (Multiple response) (n=604)



## Detailed results:

### Corruption in the workplace

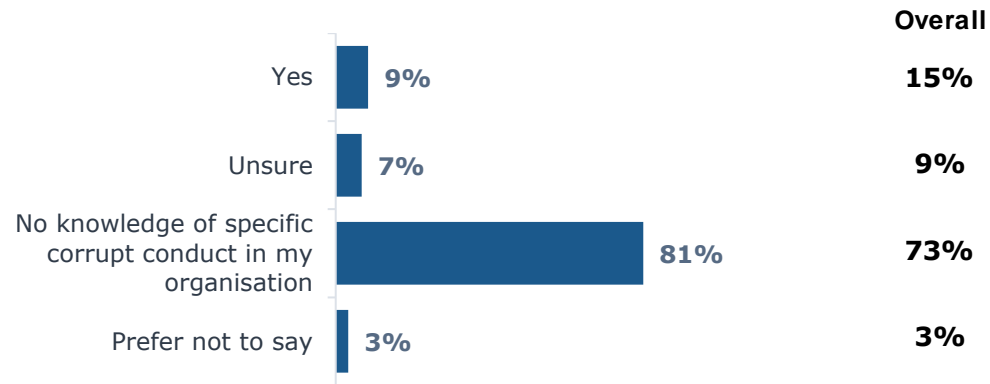
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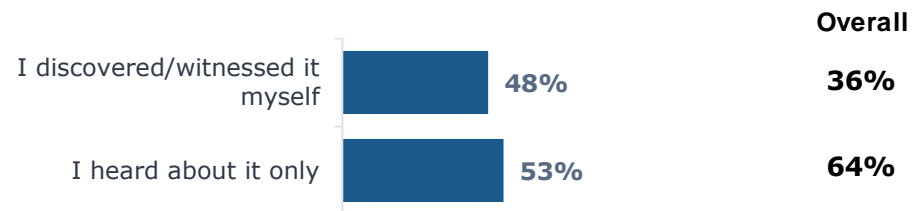
# Awareness of corruption

## Awareness of allegations or incidents of corruption in your organisation

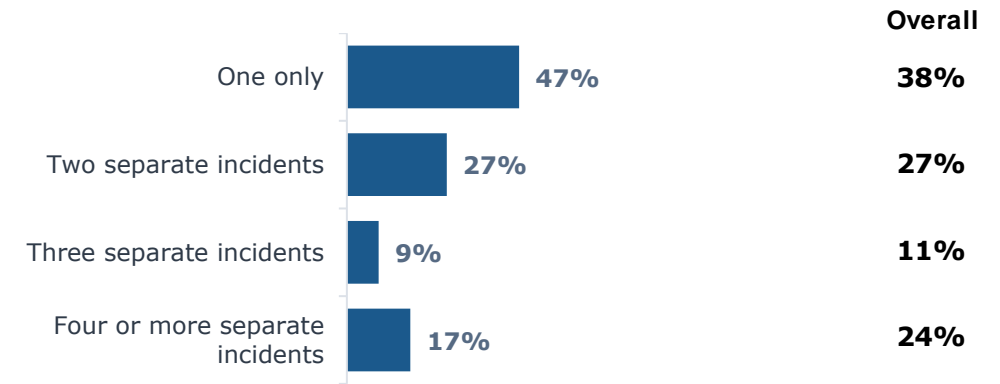
### Specific knowledge of corrupt conduct in agency (n=571)



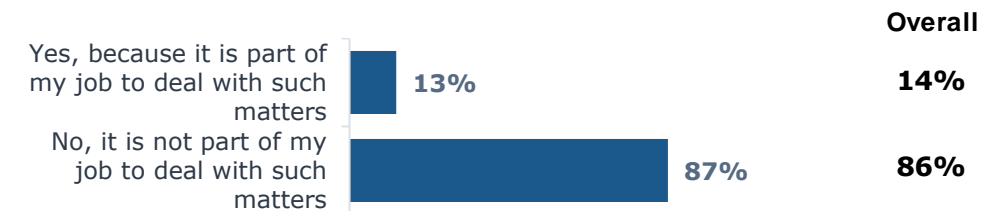
### How did you become aware of the corrupt conduct? (n=80)



### How many incidents of corrupt conduct are you aware of? (n=81)



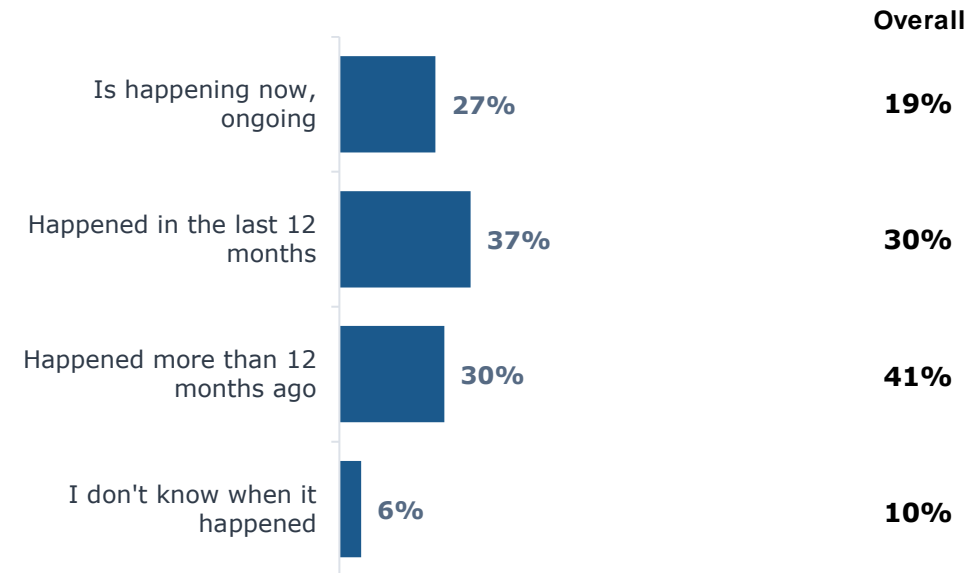
### Did you know about the conduct because it was your job to do so? (n=86)



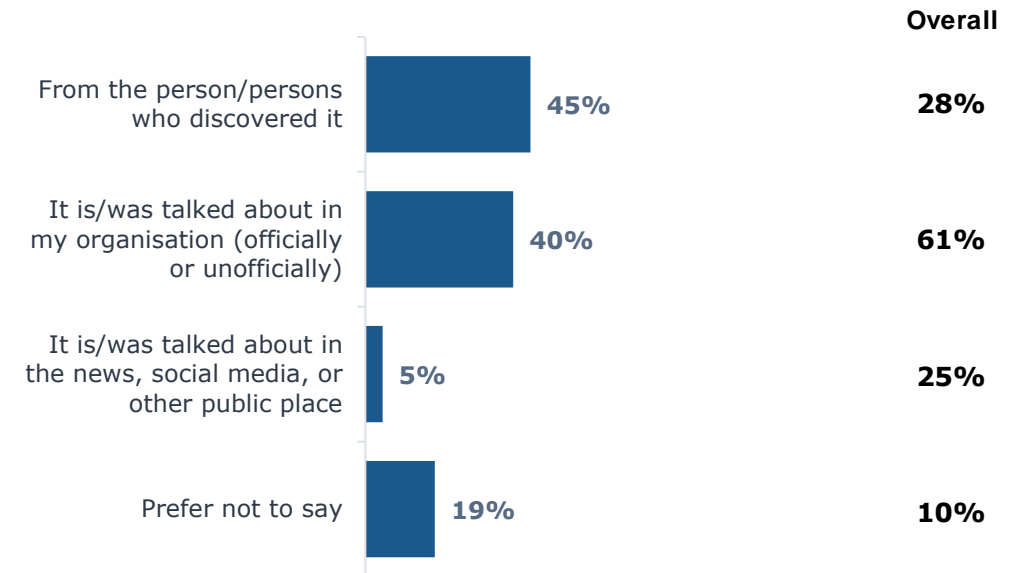
# Awareness of corruption

## Awareness of allegations or incidents of corruption in your organisation (cont'd)

### Is the conduct something that: (n=81)

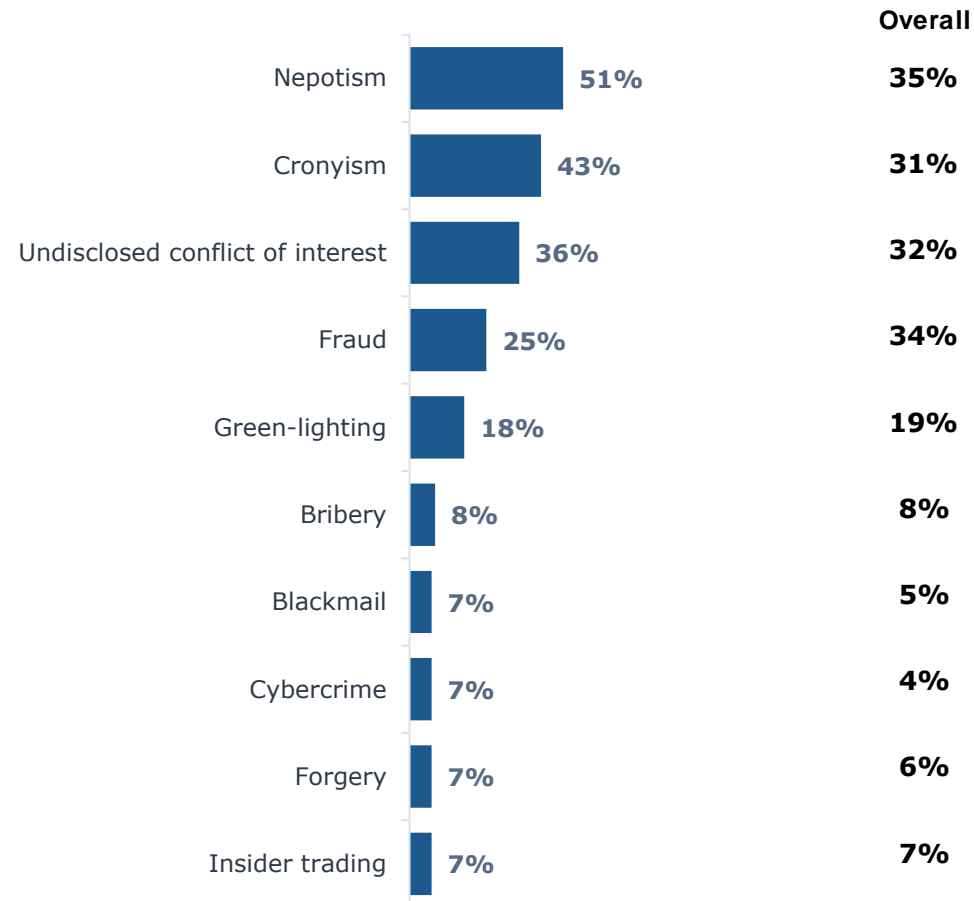


### Where did you hear about the corrupt conduct? (n=42)

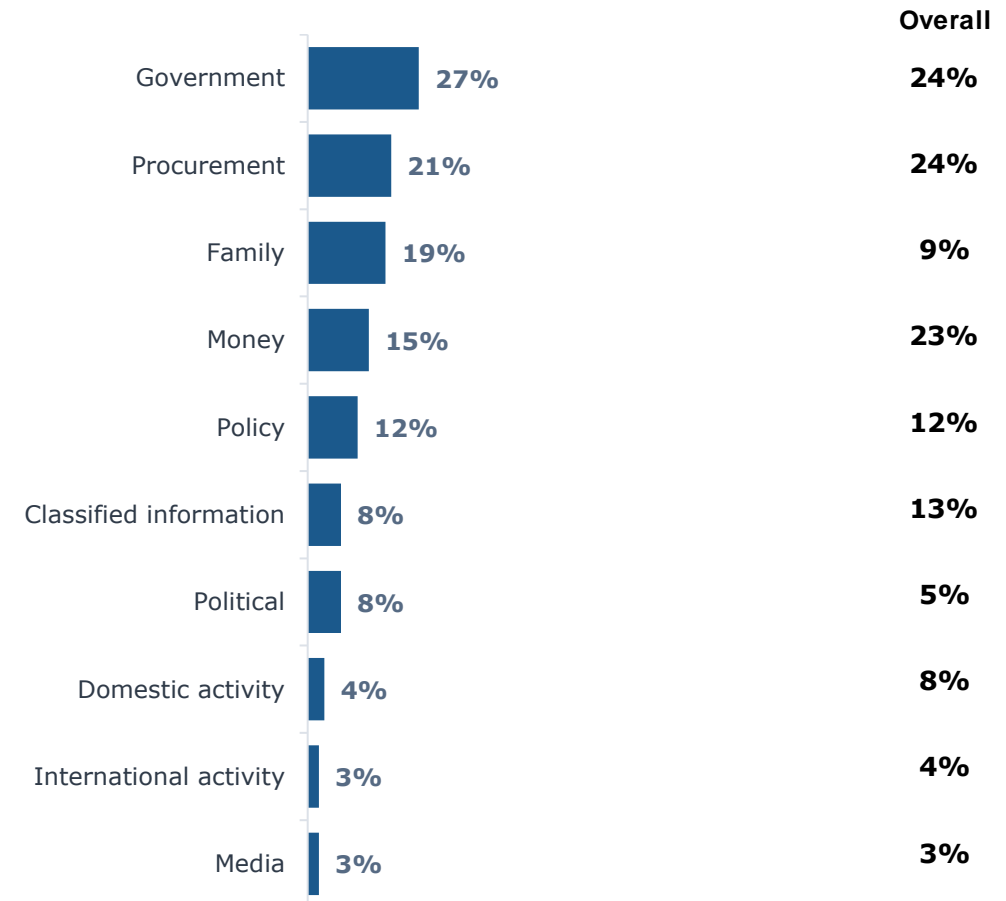


# Responding to the most recent incident

Which of the following best describes the corrupt behaviour?  
(Multiple response) (n=83)



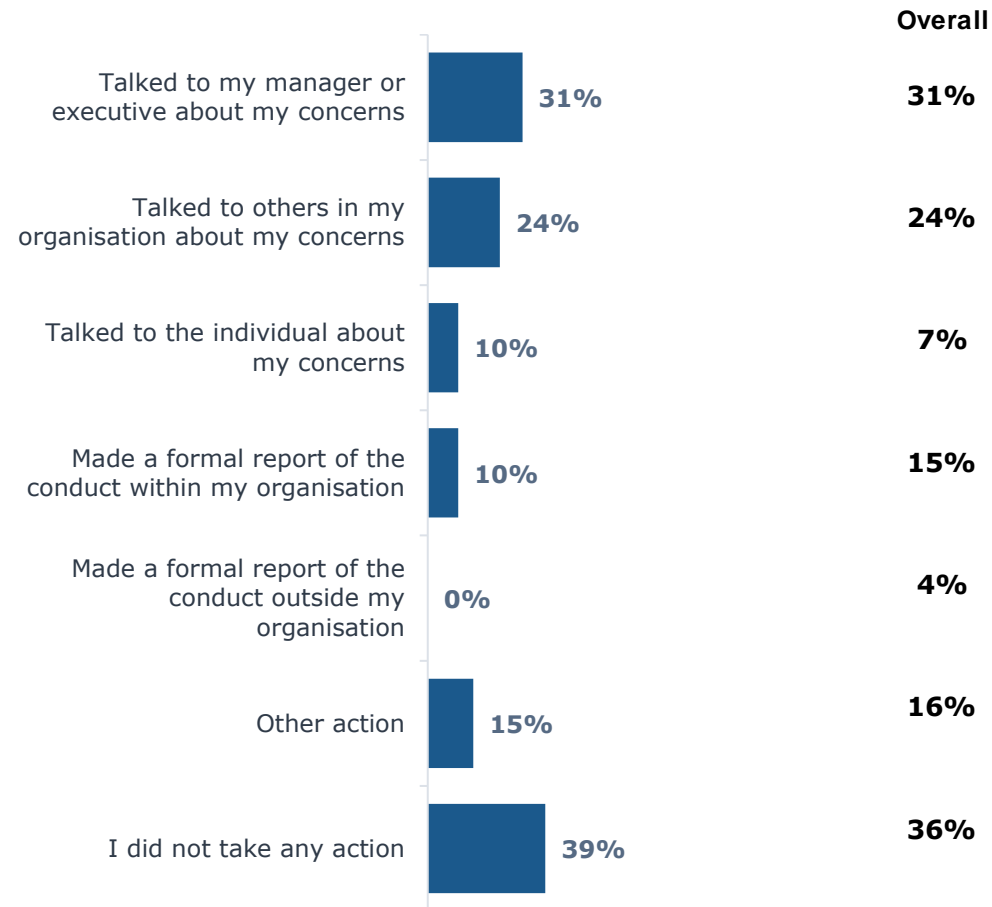
Which of the following did the corrupt behaviour involve?  
(Multiple response) (n=73)



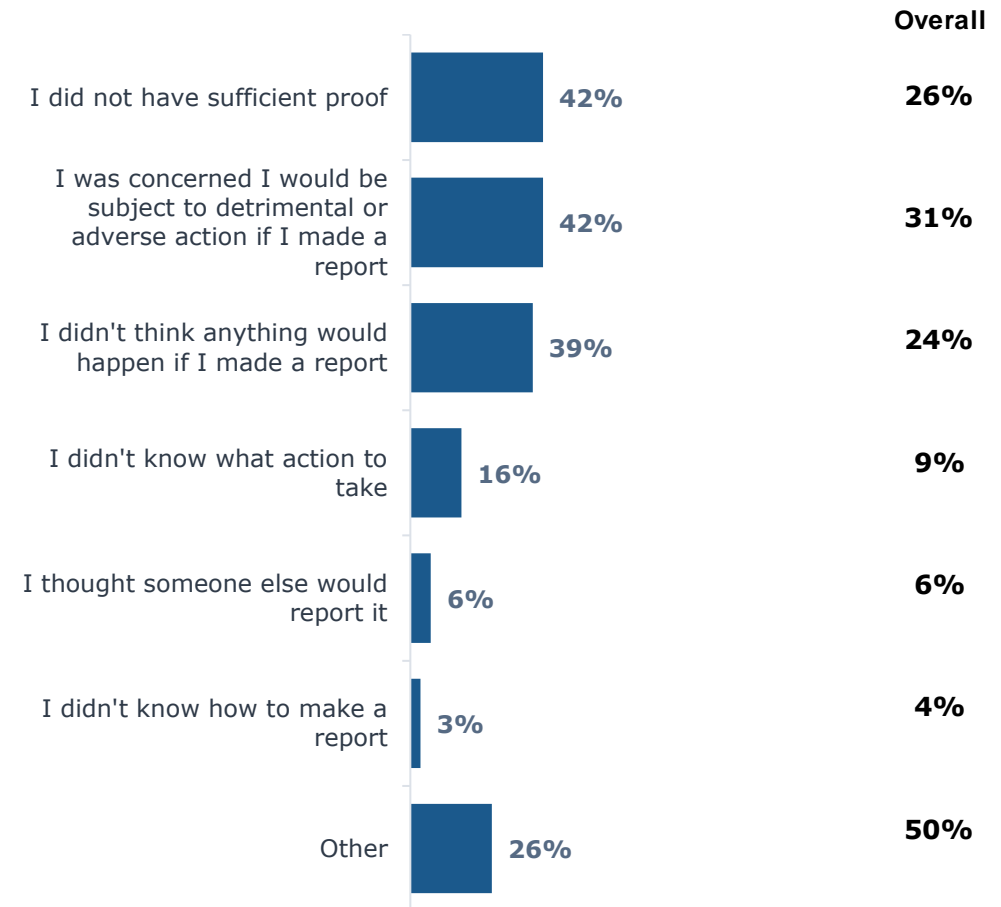


# Responding to the most recent incident

## What action did you take in relation to this incident? (Multiple response) (n=80)



## Why did you not take any action? (Multiple response) (n=31)





National Anti-Corruption Commission

# Commonwealth Integrity Survey



Perceive



Measure



Enhance

## Reading notes for Heatmap Report

This page provides notes on how to read the Heatmap Report and its components.

**Factor scores** (tan rows) / **Higher-Level Factor scores** (darker tan rows)  
This report uses factors to summarise the findings related to particular themes canvassed in the survey. These factors are determined by factor analysis, which groups questions on how closely correlated they are with one another. The components of each factor are grouped as Factor question(s).

Factor scores for the overall columns reflect the average percentage of positive, mixed, negative and not sure responses across all responses in component question(s). Factor scores for all other columns represent the average percentage of positive scores for all component question(s).

**Related question(s)** include questions that are related to relevant anti-corruption factors but are not included in the factor calculations.

### National Anti-Corruption Commission Commonwealth Integrity Survey Topline Results Department of Education (Education)

This report displays the results of all quantitative questions canvassed in the survey in a tabular format. The table uses conditional colour formatting based on the following rules. Further reading notes are provided in a separate tab.

**Colour formatting legend:**  
Cohort result is higher (green) or lower (red) than Education overall positive result: 5%

Total number of respondents:

Education Overall					2024
% Positive	% Mixed	% Negative	% Not sure		Overall
653					58,309
<b>Factors results</b>					
<b>Organisational controls</b>					
68%	18%	8%	-		66%
<b>Strength of organisation anti-corruption controls</b>					
65%	24%	4%	-		67%
Please rate your level of agreement with the following statements.					
(% Strongly agree, Agree   % Neither agree nor disagree   % Disagree, Strongly disagree   % Not Sure / Not Applicable)					
(n=553) q24b. My organisation is able to prevent corruption	66%	21%	4%	9%	66%
(n=565) q24a. My organisation is able to detect corruption	64%	21%	3%	12%	70%
(n=568) q10. My organisation's anti-corruption controls are:					
(% Very strong, Strong   % Satisfactory   % Weak, Non-existent)	63%	32%	5%	-	63%
<b>Related question (not included in above factor score)</b>					
(n=568) q11. My organisation's anti-corruption controls are taken seriously by:					
(% All employees, Most employees   % Some employees   % A few employees, Nobody)	91%	7%	2%	-	88%

Number of respondents for each question in the overall data

Positive overall results column  
(e.g. % Strongly agree /

Negative overall results column  
(% Strongly disagree /

Mixed overall results column  
(% Neither agree nor

Not sure overall results column  
(% Not sure)

All other columns show % positive  
(or whatever figure is comparable to the leftmost column)

Business Unit						
Unit 1	Unit 2	Unit 3	Unit 4	Unit 5	Unit 6	Unit 7
x	x	x	x	x	x	x
x%	x%	x%	x%	x%	x%	-
x%	x%	x%	x%	x%	x%	-
x%	x%	x%	x%	x%	x%	-
x%	x%	x%	x%	x%	x%	-
x%	x%	x%	x%	x%	x%	-
x%	x%	x%	x%	x%	x%	-
x%	x%	x%	x%	x%	x%	-
x%	x%	x%	x%	x%	x%	-

Number of survey respondents in each cohort  
(some individual questions may have been

Results have been dashed out when respondent numbers fall below a reportable threshold (n=10)  
(a dash does not represent a result of 0%)

Colours in all columns highlight differences from the overall % Positive column. The legend top-left explains the colour coding rules.

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results  
Department of Education (Education)

This report displays the results of all quantitative questions canvassed in the survey in a tabular format. The table uses conditional colour formatting based on the following rules. Further reading notes are provided in a separate tab.

Colour formatting legend:

Cohort result is higher (green) or lower (red) than Education overall positive result:

5%

5%

Total number of respondents:

Education Overall				2024
% Positive	% Mixed	% Negative	% Not sure	Overall
653				58,309

% Positive results only from this column onwards

s 22(1)

Group  
s 47E(d)

Factor summary						
Organisational controls		68%	18%	8%	-	66%
Strength of organisation anti-corruption controls		65%	24%	4%	-	67%
Culture of integrity		82%	11%	4%	2%	79%
Opportunity for corruption		58%	19%	16%	7%	52%
Employee comprehension		91%	-	7%	-	90%
Confidence in identifying corruption		96%	3%	1%	-	96%
Provided best answer to at least three out of five scenarios		86%	-	14%	-	84%
Reporting likelihood		68%	19%	12%	-	68%
Know or can find out how to report corruption		80%	15%	5%	-	77%
Propensity to report corruption		55%	23%	18%	4%	59%
Commitment and loyalty		74%	21%	6%	-	77%
Factors results						
Organisational controls		68%	18%	8%	-	66%
Strength of organisation anti-corruption controls		65%	24%	4%	-	67%
Please rate your level of agreement with the following statements. (% Strongly agree, Agree   % Neither agree nor disagree   % Disagree, Strongly disagree   % Not Sure / Not Applicable)						
(n=553)	q24b. My organisation is able to prevent corruption	66%	21%	4%	9%	66%
(n=565)	q24a. My organisation is able to detect corruption	64%	21%	3%	12%	70%
(n=568)	q10. My organisation's anti-corruption controls are: (% Very strong, Strong   % Satisfactory   % Weak, Non-existent)	63%	32%	5%	-	63%
Related question (not included in above factor score)						
(n=568)	q11. My organisation's anti-corruption controls are taken seriously by: (% All employees, Most employees   % Some employees   % A few employees, Nobody)	91%	7%	2%	-	88%
Culture of integrity		82%	11%	4%	2%	79%
Please rate your level of agreement with the following statements. (% Strongly agree, Agree   % Neither agree nor disagree   % Disagree, Strongly disagree   % Not Sure / Not Applicable)						
(n=578)	q8a. The culture in my organisation supports people to act with integrity	87%	8%	4%	1%	84%
(n=578)	q8d. My organisation makes a conscious effort to consider the risk of fraud in our activities	84%	10%	3%	3%	82%
(n=578)	q8c. My organisation has high ethical standards	82%	12%	4%	2%	80%
(n=577)	q8b. Senior management in the organisation lead by example in ethical behaviour	77%	14%	6%	3%	71%
Opportunity for corruption		58%	19%	16%	7%	52%
Please rate your level of agreement with the following statements about your organisation. (% Disagree, Strongly disagree   % Neither agree nor disagree   % Strongly agree, Agree   % Not Sure / Not Applicable)						
(n=572)	q9b. There is petty crime (such as theft, vandalism, and intimidation)	79%	8%	3%	10%	77%
(n=575)	q9a. Rules and procedures can be easily bypassed	59%	21%	17%	4%	53%
(n=573)	q9c. I think some people act for personal gain, or in the interests of personal associates, rather than for the best organisational outcomes	56%	18%	19%	7%	47%
(n=574)	q9d. People manage information with excessive secrecy (more than what is required for their role/function)	52%	27%	17%	5%	47%
(n=572)	q9e. There are small, informal sub-groups (or cliques) that exclude others and have their own way of doing things	44%	22%	25%	9%	38%
Related question (not included in above factor score)						
(n=571)	q9f. I don't like the way my organisation is changing	60%	29%	6%	5%	53%
(n=572)	q9g. People take leave to escape the workplace culture	46%	22%	23%	9%	41%
(n=562)	q12. Select the statement that you think is the most accurate in reflecting your organisation's safeguards.					
	There are no opportunities for corrupt conduct in my organisation	7%	-	-	-	8%
	There are rare opportunities for corrupt conduct in my organisation	60%	-	-	-	51%
	There are occasional opportunities for corrupt conduct in my organisation	29%	-	-	-	31%
	There are frequent opportunities for corrupt conduct in my organisation	4%	-	-	-	10%
(n=619)	q3mr. What type of person or group do you believe would be the most likely corrupting influence on employees working for your organisation? (Multiple Response)					
	An official business stakeholder	35%	-	-	-	27%
	A private business associate/association	34%	-	-	-	33%
	Political entity	22%	-	-	-	19%
	A senior leader	21%	-	-	-	22%
	A family member	19%	-	-	-	15%
	A friend	18%	-	-	-	14%
	Criminals	17%	-	-	-	26%
	Foreign government	17%	-	-	-	24%
	People corrupt themselves	16%	-	-	-	16%
	A colleague	12%	-	-	-	11%
	Contractor	11%	-	-	-	17%
	Other staff in the workplace	10%	-	-	-	13%
	Other	2%	-	-	-	3%
	I don't know	11%	-	-	-	9%

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results  
Department of Education (Education)

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Colour formatting legend:

Cohort result is higher (green) or lower (red) than Education overall positive result:

5%

5%

	Education Overall				2024
	% Positive	% Mixed	% Negative	% Not sure	Overall
Employee comprehension	91%	-	7%	-	90%
Confidence in identifying corruption	96%	3%	1%	-	96%
Please rate your level of agreement with the following statements. (% Strongly agree, Agree   % Neither agree nor disagree   % Disagree, Strongly disagree)					
(n=645)q1b. I am confident that I can identify what constitutes corruption within my area of responsibility	96%	3%	1%	-	96%
Provided best answer to at least three out of five scenarios	86%	-	14%	-	84%
(n=596)Number of scenarios respondents provided the best answer to					
5	27%	-	-	-	20%
4	35%	-	-	-	39%
3	24%	-	-	-	26%
2	10%	-	-	-	11%
1	2%	-	-	-	3%
0	2%	-	-	-	1%
Proportion of respondents provided the best answer to each scenario					
(n=596)q6a@. Scenario 1	67%	-	-	-	66%
(n=591)q6b@. Scenario 2	62%	-	-	-	63%
(n=591)q6c@. Scenario 3	75%	-	-	-	71%
(n=591)q6d@. Scenario 4	96%	-	-	-	94%
(n=589)q6e@. Scenario 5	73%	-	-	-	65%
Scenario 1: An employee was part of a procurement process involving their friend's business and didn't declare it. The employee's friend won the contract and went on to provide good quality services for your organisation.					
(n=596)How would you categorise the type of practice described?					
Corrupt practice	67%	-	-	-	66%
Not good practice, but not corrupt	29%	-	-	-	29%
Against procedure but not bad practice	2%	-	-	-	3%
Acceptable practice	0%	-	-	-	0%
Good practice	0%	-	-	-	0%
I don't know	2%	-	-	-	2%
(n=548)What course of action would you take?					
Talk to my manager or executive about my concerns	76%	-	-	-	68%
Make a formal report of the conduct within my organisation	33%	-	-	-	34%
Talk to the individual about my concerns	15%	-	-	-	14%
Talk to others in my organisation about my concerns	14%	-	-	-	12%
Make a formal report of the conduct outside my organisation	4%	-	-	-	5%
I wouldn't take any action	2%	-	-	-	3%
Scenario 2: An employee regularly accesses records they had no reason to access. The records contain sensitive personal information about people.					
(n=591)How would you categorise the type of practice described?					
Corrupt practice	62%	-	-	-	63%
Not good practice, but not corrupt	36%	-	-	-	35%
Against procedure but not bad practice	1%	-	-	-	1%
Acceptable practice	0%	-	-	-	0%
Good practice	0%	-	-	-	0%
I don't know	2%	-	-	-	1%
(n=547)What course of action would you take?					
Talk to my manager or executive about my concerns	70%	-	-	-	66%
Make a formal report of the conduct within my organisation	35%	-	-	-	38%
Talk to the individual about my concerns	18%	-	-	-	17%
Talk to others in my organisation about my concerns	13%	-	-	-	9%
Make a formal report of the conduct outside my organisation	3%	-	-	-	3%
I wouldn't take any action	2%	-	-	-	2%
Scenario 3: An employee uses their official letterhead to communicate with someone outside the organisation during a personal matter because they believed they would get favourable treatment.					
(n=591)How would you categorise the type of practice described?					
Corrupt practice	75%	-	-	-	71%
Not good practice, but not corrupt	22%	-	-	-	25%
Against procedure but not bad practice	1%	-	-	-	2%
Acceptable practice	0%	-	-	-	0%
Good practice	0%	-	-	-	0%
I don't know	2%	-	-	-	1%
(n=546)What course of action would you take?					
Talk to my manager or executive about my concerns	66%	-	-	-	59%
Make a formal report of the conduct within my organisation	32%	-	-	-	31%
Talk to the individual about my concerns	18%	-	-	-	23%
Talk to others in my organisation about my concerns	12%	-	-	-	10%
Make a formal report of the conduct outside my organisation	3%	-	-	-	3%
I wouldn't take any action	4%	-	-	-	4%
Scenario 4: An employee deliberately bypassed the usual processes to get an ineligible candidate into a grant program.					
(n=591)How would you categorise the type of practice described?					
Corrupt practice	96%	-	-	-	94%
Not good practice, but not corrupt	3%	-	-	-	4%
Against procedure but not bad practice	0%	-	-	-	0%
Acceptable practice	0%	-	-	-	0%
Good practice	0%	-	-	-	0%
I don't know	1%	-	-	-	1%
(n=544)What course of action would you take?					
Talk to my manager or executive about my concerns	62%	-	-	-	57%
Make a formal report of the conduct within my organisation	54%	-	-	-	52%
Talk to others in my organisation about my concerns	15%	-	-	-	11%
Make a formal report of the conduct outside my organisation	8%	-	-	-	10%
Talk to the individual about my concerns	5%	-	-	-	7%
I wouldn't take any action	2%	-	-	-	2%
Scenario 5: An employee repeatedly fills a vacancy using temporary or acting staff to avoid running a competitive, merit-based recruitment process.					
(n=589)How would you categorise the type of practice described?					
Not good practice, but not corrupt	73%	-	-	-	65%
Corrupt practice	16%	-	-	-	25%
Against procedure but not bad practice	5%	-	-	-	5%
Acceptable practice	2%	-	-	-	1%
Good practice	0%	-	-	-	0%
I don't know	3%	-	-	-	3%
(n=546)What course of action would you take?					
Talk to my manager or executive about my concerns	71%	-	-	-	66%
Talk to others in my organisation about my concerns	19%	-	-	-	17%
Talk to the individual about my concerns	16%	-	-	-	16%
Make a formal report of the conduct within my organisation	12%	-	-	-	17%
Make a formal report of the conduct outside my organisation	2%	-	-	-	3%
I wouldn't take any action	9%	-	-	-	8%

% Positive results only from this column onwards

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Group

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results

Department of Education (Education)

% Positive results only from this column onwards

Education Overall				2024
% Positive	% Mixed	% Negative	% Not sure	Overall
68%	19%	12%	-	68%

s 22(1)

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Colour formatting legend:		% Positive	% Mixed	% Negative	% Not sure	Overall
Cohort result is higher (green) or lower (red) than Education overall positive result:						
5%						
5%						
Reporting likelihood		68%	19%	12%	-	68%
Know or can find out how to report corruption		80%	15%	5%	-	77%
Please rate your level of agreement with the following statements. (% Strongly agree, Agree   % Neither agree nor disagree   % Disagree, Strongly disagree)						
(n=646)	q1c. I know or can easily find out how to report corrupt conduct to my organisation's integrity area	85%	11%	4%	-	83%
(n=644)	q1d. I know or can easily find out how to report corrupt conduct to the National Anti-Corruption Commission	76%	19%	6%	-	72%
Related question (not included in above factor score)						
Please rate your level of agreement with the following statements. (% Strongly agree, Agree   % Neither agree nor disagree   % Disagree, Strongly disagree)						
(n=652)	q1a. I understand my organisation's integrity values and expectations.	97%	3%	1%	-	97%
(n=640)	q1e. I have discussed the topic of corruption (in general) with my work colleagues in the last 12 months	44%	20%	36%	-	47%
(n=637)	q1f. I have discussed the work of the National Anti-Corruption Commission with my work colleagues in the last 12 months	28%	18%	54%	-	22%
Propensity to report corruption		55%	23%	18%	4%	59%
How likely would you be to make an official report (e.g. to your organisation's integrity section, the NACC or other enforcement areas) under each of the following circumstances (% Definitely, Probably   % Possibly   % Probably not, Definitely not   % Unsure)						
(n=629)	q2a. If you had specific details of corrupt conduct?	88%	8%	3%	1%	88%
(n=628)	q2b. If someone told you specific details of corrupt conduct?	65%	23%	9%	3%	69%
(n=627)	q2c. If you suspected corrupt conduct is occurring, but you don't know the details?	39%	34%	21%	5%	45%
(n=627)	q2d. If someone told you corrupt conduct is occurring but didn't give you any details?	27%	27%	40%	5%	34%
Related question (not included in above factor score)						
(n=610)	q4. If it became known that a person in your work area reported corrupt conduct, indicate the likely reaction of their colleagues towards that person. (% Very supportive, Supportive   % Indifferent   % Uneasy, Very uneasy   % Unsure)	67%	9%	13%	11%	64%
q5mr. Within your organisation, are there reasons why an employee would not report corrupt conduct? (Multiple Response)						
No, everyone would report		7%	-	-	-	10%
They may not have sufficient proof		70%	-	-	-	66%
Fear of retaliation or reprisals		42%	-	-	-	42%
It could affect their career		42%	-	-	-	42%
They don't know how to report		33%	-	-	-	33%
They don't think action would be taken		31%	-	-	-	36%
Lack of confidentiality		25%	-	-	-	27%
Not supported by management		23%	-	-	-	22%
Too busy doing other work		23%	-	-	-	20%
Repercussions beyond career impacts		22%	-	-	-	22%
Don't want to ruin someone's career		21%	-	-	-	19%
Managers accept the conduct		17%	-	-	-	15%
Loyalty to the employee		16%	-	-	-	15%
The reporting process is too difficult		8%	-	-	-	11%
Better to deal with it unofficially		6%	-	-	-	7%
To protect the organisation's reputation		6%	-	-	-	9%
Corruption isn't serious enough		5%	-	-	-	5%
Other		4%	-	-	-	4%
Prefer not to say		2%	-	-	-	2%
Commitment and loyalty		74%	21%	6%	-	77%
Please rate your level of agreement with the following statements. (% Strongly agree, Agree   % Neither agree nor disagree   % Disagree, Strongly disagree)						
(n=556)	q25c. I would recommend my organisation as a good place to work	79%	16%	5%	-	74%
(n=558)	q25b. I am proud to work in my organisation	78%	18%	4%	-	83%
(n=558)	q25a. I feel a strong personal attachment to my organisation	63%	28%	8%	-	73%



National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results  
Department of Education (Education)

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5%

5%

Education Overall					2024
% Positive	% Mixed	% Negative	% Not sure		Overall
Organisational indicators of corruption					
Related question (not included in above factor score)					
q13. Do you have specific knowledge of corrupt conduct that occurred within your organisation while you have been working there?					
Yes	9%	-	-	-	15%
Unsure	7%	-	-	-	9%
No knowledge of specific corrupt conduct in my organisation	81%	-	-	-	73%
Prefer not to say	3%	-	-	-	3%
q14. Do you know about the corrupt conduct because it is your job to deal with allegations of corrupt conduct?					
Yes, because it is part of my job to deal with such matters	13%	-	-	-	14%
No, it is not part of my job to deal with such matters	87%	-	-	-	86%
q15. How many incidents of corrupt conduct are you aware of?					
One only	47%	-	-	-	38%
Two separate incidents	27%	-	-	-	27%
Three separate incidents	9%	-	-	-	11%
Four or more separate incidents	17%	-	-	-	24%
q16. Is the conduct something that:					
Is happening now, ongoing	27%	-	-	-	19%
Happened in the last 12 months	37%	-	-	-	30%
Happened more than 12 months ago	30%	-	-	-	41%
I don't know when it happened	6%	-	-	-	10%
q17. How did you become aware of the corrupt conduct?					
I heard about it only	53%	-	-	-	64%
I discovered/witnessed it myself	48%	-	-	-	36%
q18mr. If you heard about it, where did you hear about it? (Multiple Response)					
From the person/persons who discovered it	45%	-	-	-	28%
It is/was talked about in my organisation (officially or unofficially)	40%	-	-	-	61%
It is/was talked about in the news, social media, or other public place	5%	-	-	-	25%
Prefer not to say	19%	-	-	-	10%
q19mr. Did the conduct involve: (Multiple Response)					
A person misusing process(es), such as a recruitment, grant application or visa process	65%	-	-	-	43%
A person misusing powers, such as police powers, delegated authority, or decision-making power	27%	-	-	-	40%
A person misusing resources, such as money, equipment, or other property, for a purpose other than what is intended	25%	-	-	-	39%
A person misusing information, such as classified, sensitive, or other restricted information, by accessing, disclosing or modifying it when not authorised to do so	15%	-	-	-	26%
q20mr. Which of the following best describes the corrupt behaviour? (Multiple Response)					
Nepotism	51%	-	-	-	35%
Cronyism	43%	-	-	-	31%
Undisclosed conflict of interest	36%	-	-	-	32%
Fraud	25%	-	-	-	34%
Green-lighting	18%	-	-	-	19%
Bribery	8%	-	-	-	8%
Blackmail	7%	-	-	-	5%
Cybercrime	7%	-	-	-	4%
Forgery	7%	-	-	-	6%
Insider trading	7%	-	-	-	7%
Kickbacks	7%	-	-	-	9%
Perverting the course of justice	7%	-	-	-	8%
Gratuities	6%	-	-	-	7%
Money laundering	6%	-	-	-	4%
Stealing/theft	6%	-	-	-	13%
Criminal group	5%	-	-	-	7%
Embezzlement	5%	-	-	-	7%
Identity theft	5%	-	-	-	4%
Secret commissions	4%	-	-	-	6%
Violence	4%	-	-	-	3%
Drugs	2%	-	-	-	4%
Other	13%	-	-	-	15%
q21mr. Which of the following did the corrupt behaviour involve? (Multiple Response)					
Government	27%	-	-	-	24%
Procurement	21%	-	-	-	24%
Family	19%	-	-	-	9%
Money	15%	-	-	-	23%
Policy	12%	-	-	-	12%
Classified information	8%	-	-	-	13%
Political	8%	-	-	-	5%
Domestic activity	4%	-	-	-	8%
International activity	3%	-	-	-	4%
Media	3%	-	-	-	3%
National security	3%	-	-	-	3%
Parliament	3%	-	-	-	2%
Vulnerable people	3%	-	-	-	6%
Australian border	1%	-	-	-	7%
Immigration	1%	-	-	-	4%
Intelligence	1%	-	-	-	4%
Climate	0%	-	-	-	1%
Court processes	0%	-	-	-	3%
Environment	0%	-	-	-	2%
Military	0%	-	-	-	1
Tax	0%	-	-	-	4%
Visas	0%	-	-	-	3%
Other	27%	-	-	-	18%
q22mr. What action did you take in relation to this incident? (Multiple Response)					
Talked to my manager or executive about my concerns	31%	-	-	-	31%
Talked to others in my organisation about my concerns	24%	-	-	-	24%
Talked to the individual about my concerns	10%	-	-	-	7%
Made a formal report of the conduct within my organisation	10%	-	-	-	15%
Made a formal report of the conduct outside my organisation	0%	-	-	-	4%
Other action	15%	-	-	-	16%
I did not take any action	39%	-	-	-	36%
q23mr. Why did you not take any action? (Multiple Response)					
I did not have sufficient proof	42%	-	-	-	26%
I was concerned I would be subject to detrimental or adverse action if I made a report	42%	-	-	-	31%
I didn't think anything would happen if I made a report	39%	-	-	-	24%
I didn't know what action to take	16%	-	-	-	9%
I thought someone else would report it	6%	-	-	-	
I didn't know how to make a report	3%	-	-	-	4%
Other	26%	-	-	-	50%
Prefer not to say	6%	-	-	-	

% Positive results only from this column onwards

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Group

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results  
Department of Education (Education)

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5%

(n=562)

Education Overall					2024
% Positive	% Mixed	% Negative	% Not sure		Overall
q26. Which one of the following best describes the type of work you do?					
Policy	30%	-	-	-	10%
Portfolio, program and project management	21%	-	-	-	9%
Data and research	9%	-	-	-	5%
Administration	7%	-	-	-	11%
Compliance and regulation	7%	-	-	-	8%
Accounting and finance	5%	-	-	-	5%
Legal and parliamentary	3%	-	-	-	3%
Human resources	3%	-	-	-	5%
Monitoring and audit	3%	-	-	-	2%
Service delivery	3%	-	-	-	9%
Senior executive	3%	-	-	-	2%
Communications and marketing	2%	-	-	-	3%
Information and communications technology and digital solutions	1%	-	-	-	6%
Information and knowledge management	1%	-	-	-	2%
Intelligence	1%	-	-	-	3%
Engineering and technical	0%	-	-	-	3%
Science and health	0%	-	-	-	3%
Military	0%	-	-	-	1
Trades and labour	0%	-	-	-	1%

(n=557)

q28@. What is your current, actual classification level?					
SES 1-3	6%	-	-	-	3%
EL 1-2	49%	-	-	-	30%
APS 1-6	38%	-	-	-	43%
Military rank	0%	-	-	-	8%
Do not fit into any of the above categories	1%	-	-	-	7%
Prefer not to say	6%	-	-	-	9%

% Positive results only from this column onwards

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