

## Auditor-General - Disclosure of relevant personal and conflicts of interests

The TAO acknowledges that conflicts of interest can, and do, arise in the course of normal activities in our society. Where they exist, however, they need to be declared and managed. Completion of this form assists in this process. Please ensure all conflicts of interest include associated persons (including immediate family), and previous employers.

### Conflicts of Interest

Nature of conflict (Employer and position details)	Conflict details	Name of person	Relationship	Management strategies
Previous employment	Prior to appointment to the role of Auditor-General, I held the position of Senior Partner with Crowe Audit Australia, a member of the Findex group of companies.	All staff	Previous employee	<p>I will exclude myself from any procurement activity that could potentially involve submissions by any of the Findex group of companies.</p> <p>I will exclude myself from any role in any aspect of contract management that involves any of the Findex group of companies.</p>

### Other employment or representation on external committees

Organisation/Committee	Nature of work or role	Period	\$ Amount (annually)	Time (annually)	Approved by AG	Reason of Non-approval
Nil					<input type="checkbox"/> Yes	<input type="checkbox"/> No

### Other personal interests

Organisation	Personal interest	Date in question	Additional information
Findex Group Limited	Equity investment	Ongoing	I have commenced the process of disposing of these shares, which has been approved by the relevant Findex committee. As these shares are not listed and Findex is currently finalizing post completion steps following the commencement of a new investment partner, finalizing the disposal of these shares is not currently possible. The disposal will be finalized at the earliest opportunity.

## Signature

By signing this declaration, I recognise and acknowledge my commitment to the principles and requirements of the State Service Code of Conduct and Principles and all TAO policies and procedures. This declaration also indicates any cause or reasons which might impair, or be perceived to impair, their ability to fulfil their responsibilities.

I acknowledge all the issues raised in the above statement and I confirm that I am not aware of any area in which I have not complied during the last 12 months and I undertake to fully comply with all the related TAO values and policies and to relevant State and Commonwealth legislation applicable to my employment at TAO during the next 12 months. I understand that if there is a change to any of the details in this declaration that I shall provide a variation within 14 days.

I further acknowledge that with respect to any delegations and/or authorities that have been assigned to me personally or by virtue of any position that I hold or may act in the next 12 months are subject to my compliance with any specific administrative policies, procedures and guidelines currently in operation or issued from time to time by the Auditor-General (or their delegate). I also acknowledge that I cannot sub-delegate any delegations that I may hold under the *Financial Management Act 2016*.

<p><b>Signature</b></p>	 <p><b>Martin Thompson</b> Auditor-General</p>	<p><b>Date</b> 29 May 2024</p>
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# Appendix 1

## State Service Principles

The principles state that the State Service is:

- Apolitical, performing its functions in an impartial, ethical and professional manner
- A public service in which employment decisions are based on merit
- Provides a workplace that is free from discrimination and recognises and utilises the diversity of the community it serves
- Accountable for its actions and performance, within the framework of Ministerial responsibility, to the Government, the Parliament and the community
- Responsive to the Government in providing honest, comprehensive, accurate and timely advice and in implementing the Government's policies and programs
- Delivers services fairly and impartially to the community
- Develops leadership of the highest quality
- Establishes workplace practices that encourage communication, consultation, cooperation and input from employees on matters that affect their work and workplace;
- Provides a fair, flexible, safe and rewarding workplace
- Focuses on managing its performance and achieving results
- Promotes equity in employment
- Provides a reasonable opportunity to members of the community to apply for State Service employment
- Provides a fair system of review of decisions taken in respect of employees.

## Appendix 2

### State Service Code of Conduct

The State Service Code of Conduct establishes the behaviours and conduct expected of all employees, including Officers and Heads of Agencies. The Code of Conduct is contained in Section 9 of the *State Service Act 2000*. The Code of Conduct reinforces and upholds the State Service Principles by establishing standards of behaviour and conduct expected throughout the State Service.

The Code of Conduct requires that:

- You must behave honestly and with integrity in the course of your employment.
- You must act with care and diligence in the course of State Service employment.
- You must treat everyone in the workplace with respect and without harassment, victimisation or discrimination.
- You must comply with all applicable Australian law both Tasmanian and Commonwealth.
- You must comply with any standing orders made under Section 34(2) of the *State Service Act 2000* and with any lawful and reasonable direction given by a person having authority to give the direction.
- You must maintain appropriate confidentiality about dealings of, and information acquired by, in the course of your employment.
- You take reasonable steps to avoid any conflict of interest in connection with your employment.
- You must use Tasmanian Government resources in a proper manner.
- You must not knowingly provide false or misleading information in connection with your employment.
- You must not make improper use of the information gained in the course of your employment, your duties, status, power or authority in order to gain, or seek to gain, a gift, benefit or advantage for yourself or for any other person.
- You must declare any gift that you receive in the course of your employment to your Output Manager
- You must behave in a way that upholds the State Service Principles.
- You must at all times behave in a way that does not adversely affect the integrity and good reputation of the State Service.

- You must comply with any other conduct requirement that is prescribed by the regulations.