



National Anti-Corruption Commission

# Commonwealth Integrity Survey

## Highlights Report

Department of Agriculture,  
Fisheries and Forestry  
(DAFF)

2024  
Commonwealth  
Integrity Survey

- ✓ Perceive
- ✓ Measure
- ✓ Enhance

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Response rate (DAFF)	Response rate (Overall)
<b>28%</b>	<b>21%</b>
1,643 out of 5,918 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	Overall
						xx%	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)

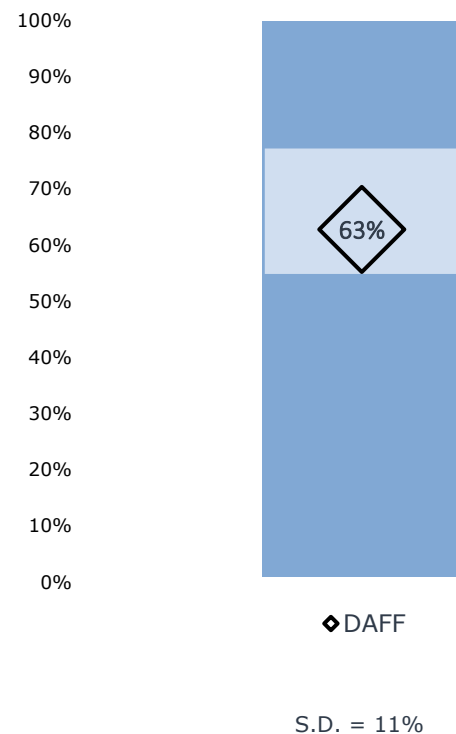
Colour formatting for DAFF columns highlights the differences from the overall results, where your agency results are higher (blue) or lower (red) by at least five percentage points.



# Overall integrity measures

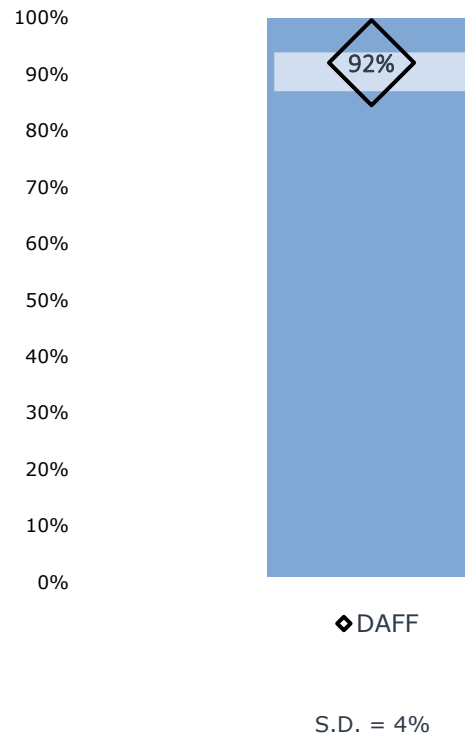
## Organisational controls

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



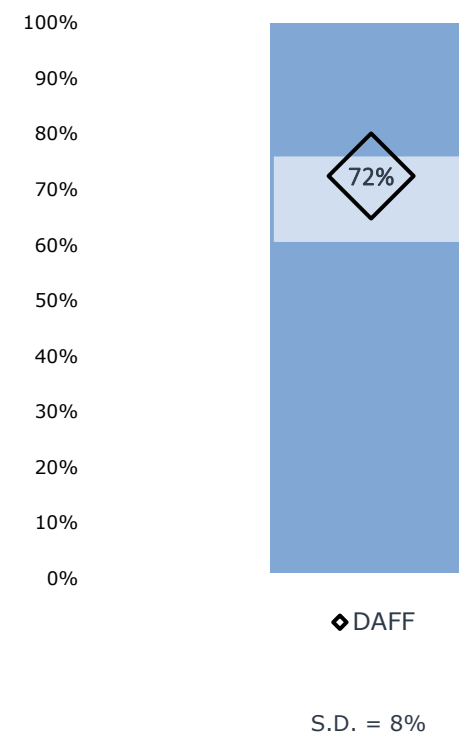
## Employee comprehension

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



## Reporting likelihood

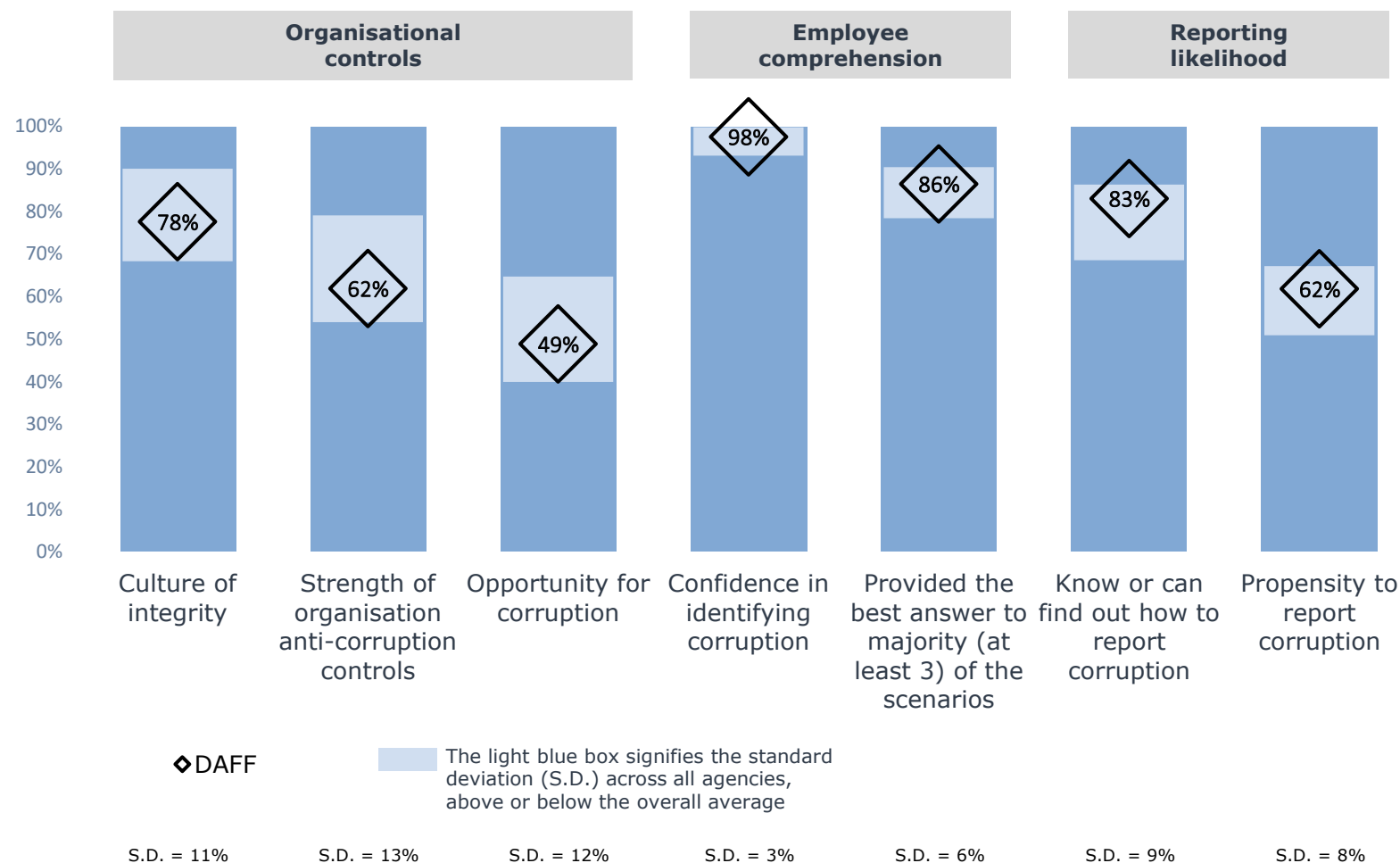
Measures the propensity to report corruption, as well as the general awareness of reporting mechanisms



# 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.

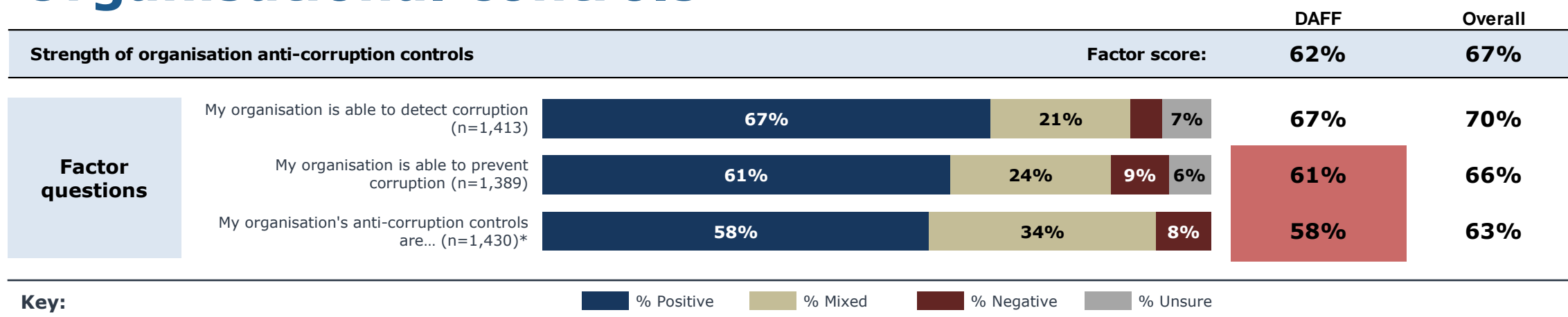


## Detailed results: Organisational controls

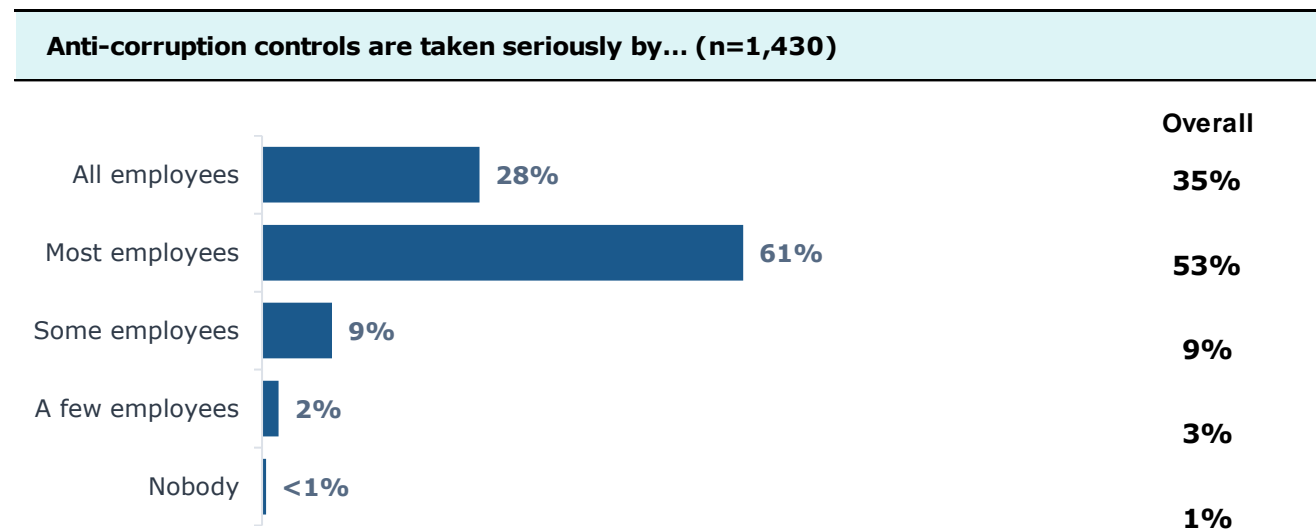
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# Organisational controls



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





# Organisational controls

			DAFF	Overall
<b>Culture of integrity</b>			<b>Factor score: 78%</b>	<b>79%</b>
<b>Factor questions</b>	The culture in my organisation supports people to act with integrity (n=1,453)	83% 11% 6%	83%	84%
	My organisation makes a conscious effort to consider the risk of fraud in our activities (n=1,449)	82% 13%	82%	82%
	My organisation has high ethical standards (n=1,449)	77% 16% 6%	77%	80%
	Senior management in the organisation lead by example in ethical behaviour (n=1,452)	69% 17% 12%	69%	71%
<b>Key:</b>			<div></div> % Positive <div></div> % Mixed <div></div> % Negative <div></div> % Unsure	

# Organisational controls

		DAFF	Overall
<b>Opportunity for corruption</b>	<b>Factor score:</b>	<b>49%</b>	<b>52%</b>

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

<b>Factor questions</b>	There is petty crime (such as theft, vandalism, and intimidation) (n=1,433)	73%	11%	9%	7%	73%	77%
	Rules and procedures can be easily bypassed (n=1,444)	47%	24%	25%		47%	53%
	Some people act for personal gain / interests of personal associates, than for the organisational outcomes (n=1,438)	45%	21%	29%		45%	47%
	People manage information with excessive secrecy (more than what is required for their role/function) (n=1,438)	44%	33%	18%	5%	44%	47%
	There are small, informal sub-groups (or cliques) that exclude others and have their own way of doing things (n=1,440)	35%	23%	36%	6%	35%	38%
<b>Related questions</b>	I don't like the way my organisation is changing (n=1,440)	49%	32%	15%		49%	53%
	People take leave to escape the workplace culture (n=1,441)	37%	22%	31%	10%	37%	41%

## Key:

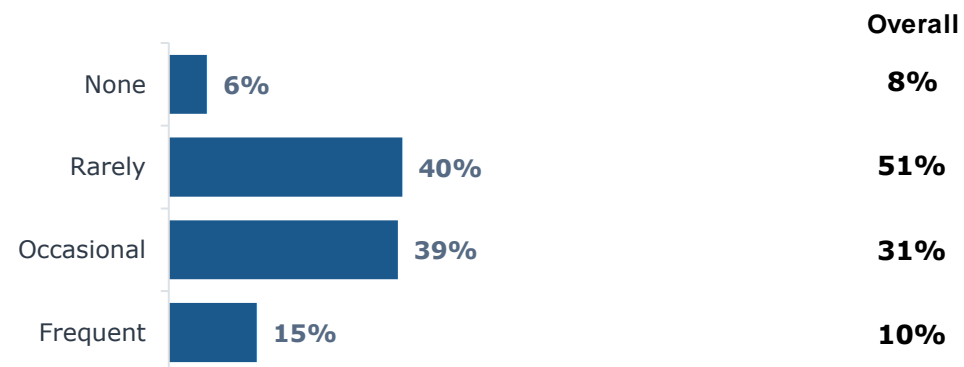
% Positive
  % Mixed
  % Negative
  % Unsure



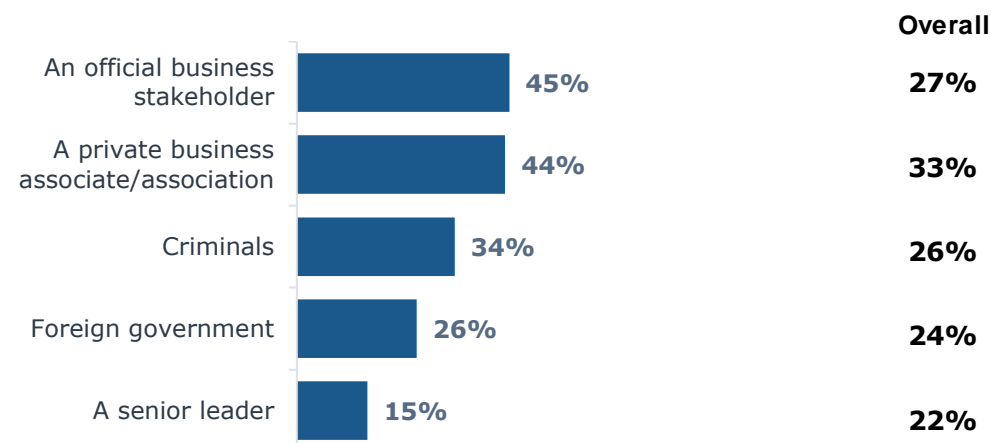
# Organisational controls

	DAFF	Overall
Opportunity for corruption (cont'd)	Factor score: 49%	52%

## Opportunities for corrupt conduct in my organisation (n=1,419)



## Top 5 most likely corrupting influence (Multiple response) (n=1,559)



## Detailed results: Employee comprehension

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# Employee comprehension

		DAFF	Overall
Confidence in identifying corruption	Factor score:	98%	96%

## Factor question

I am confident that I can identify what constitutes corruption within my area of responsibility (n=1,629)

98%

98%

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.

68%

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.

67%

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.

74%

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

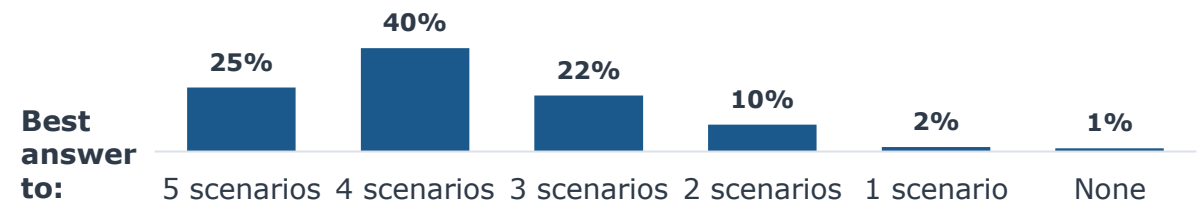
An employee repeatedly fills a vacancy using temporary or acting staff to avoid running a competitive, merit-based recruitment process.

69%

provided the best answer

# 86%

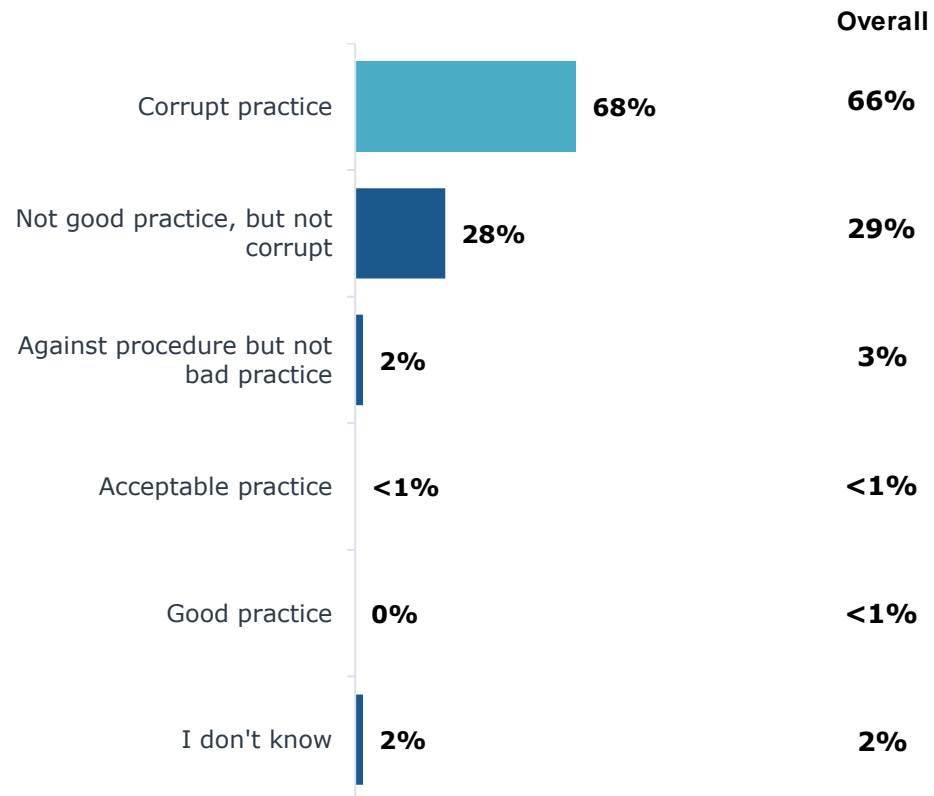
of respondents gave the best answer to the majority (at least 3) of the scenarios



# 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.

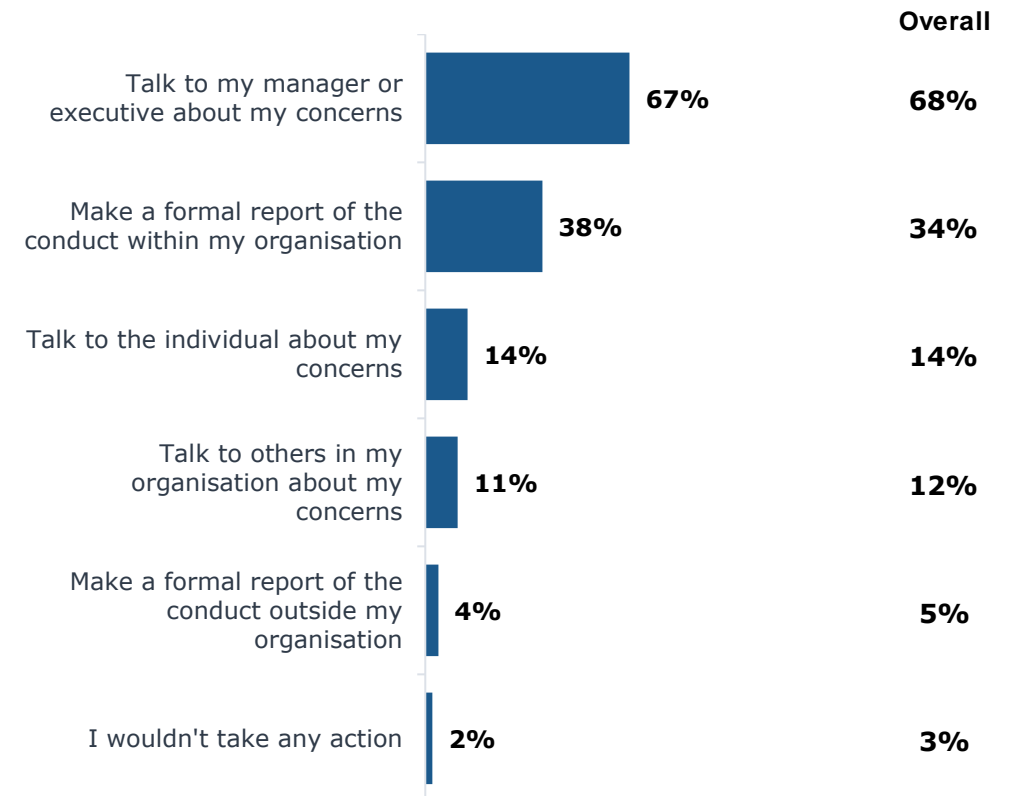
## How would you categorise the type of practice described? (n=1,498)



Key:

Best answer

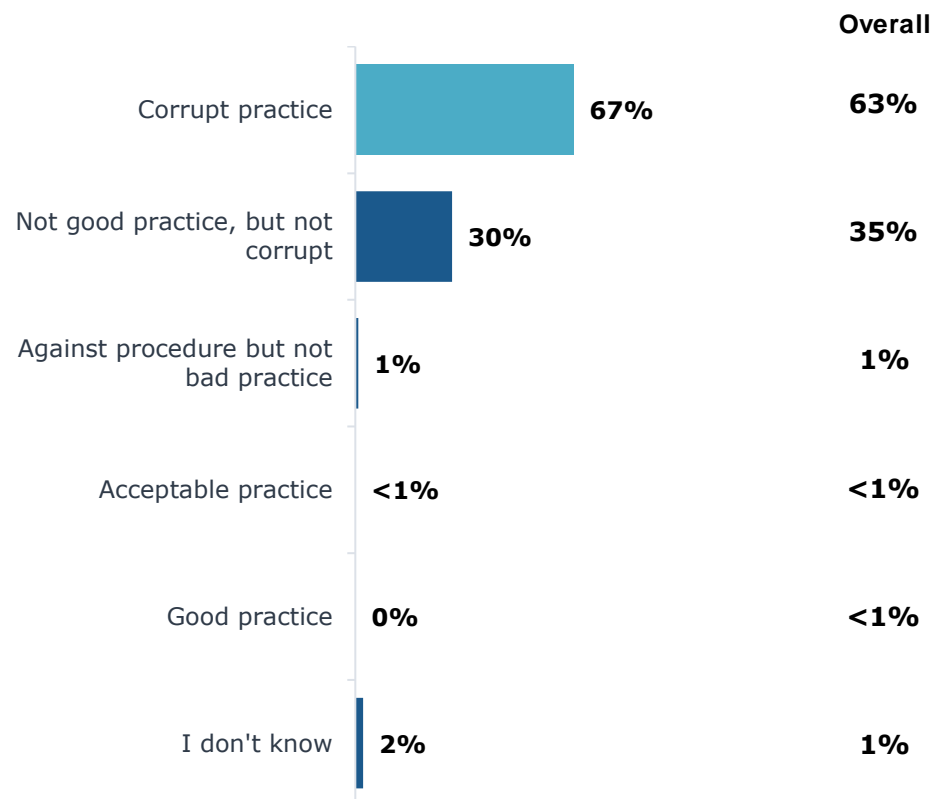
## What course of action would you take? (Multiple response) (n=1,285)



## Scenario 2

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

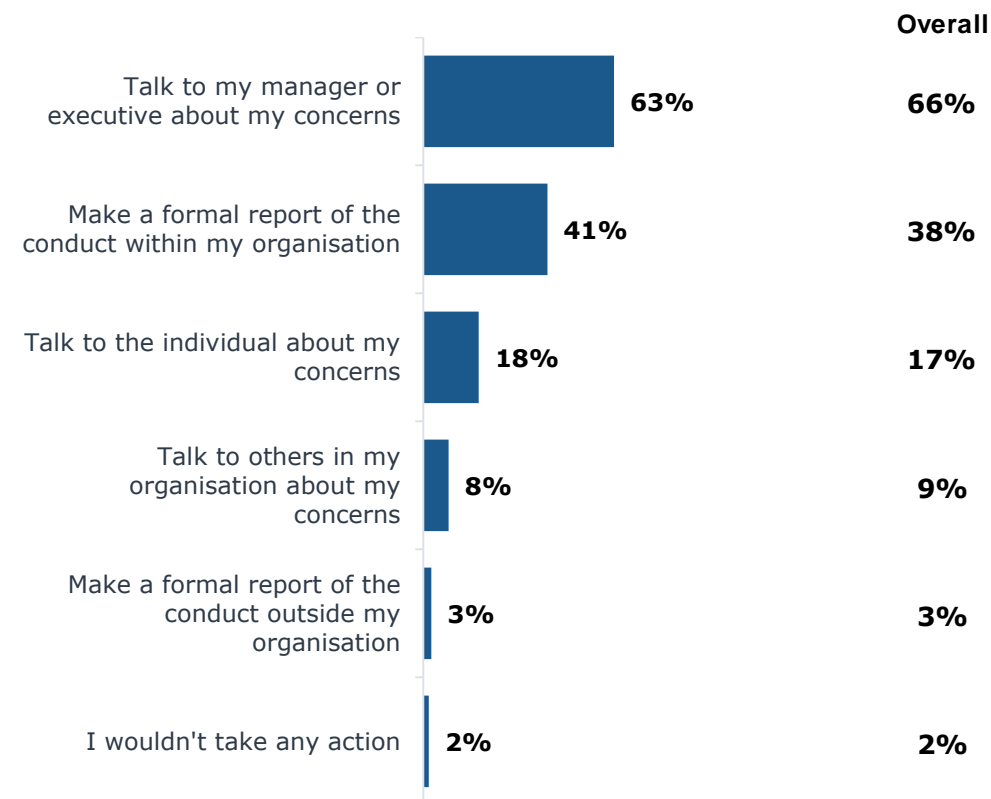
### How would you categorise the type of practice described? (n=1,495)



Key:

Best answer

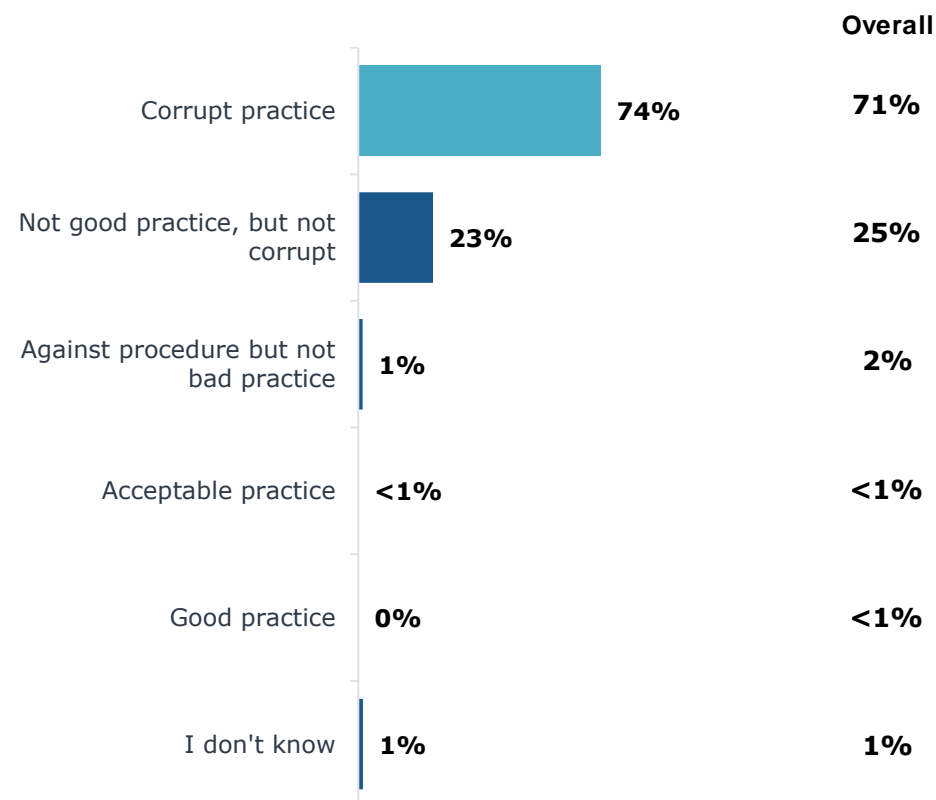
### What course of action would you take? (Multiple response) (n=1,284)



# 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=1,494)



Key:

Best answer

## What course of action would you take? (Multiple response) (n=1,269)

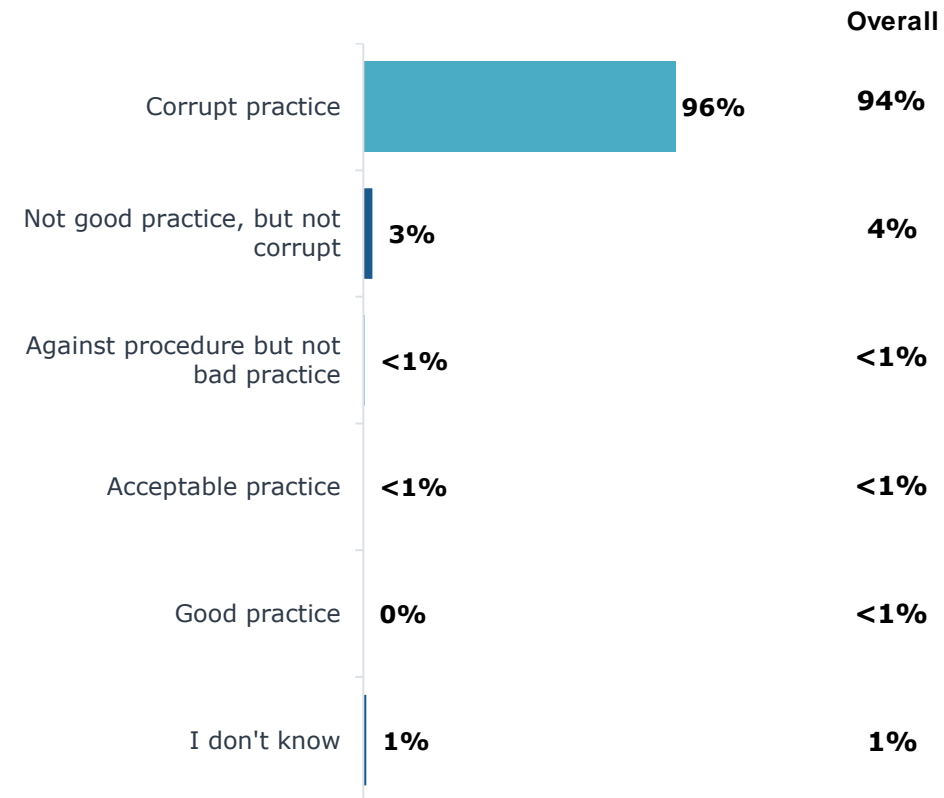




# Scenario 4

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

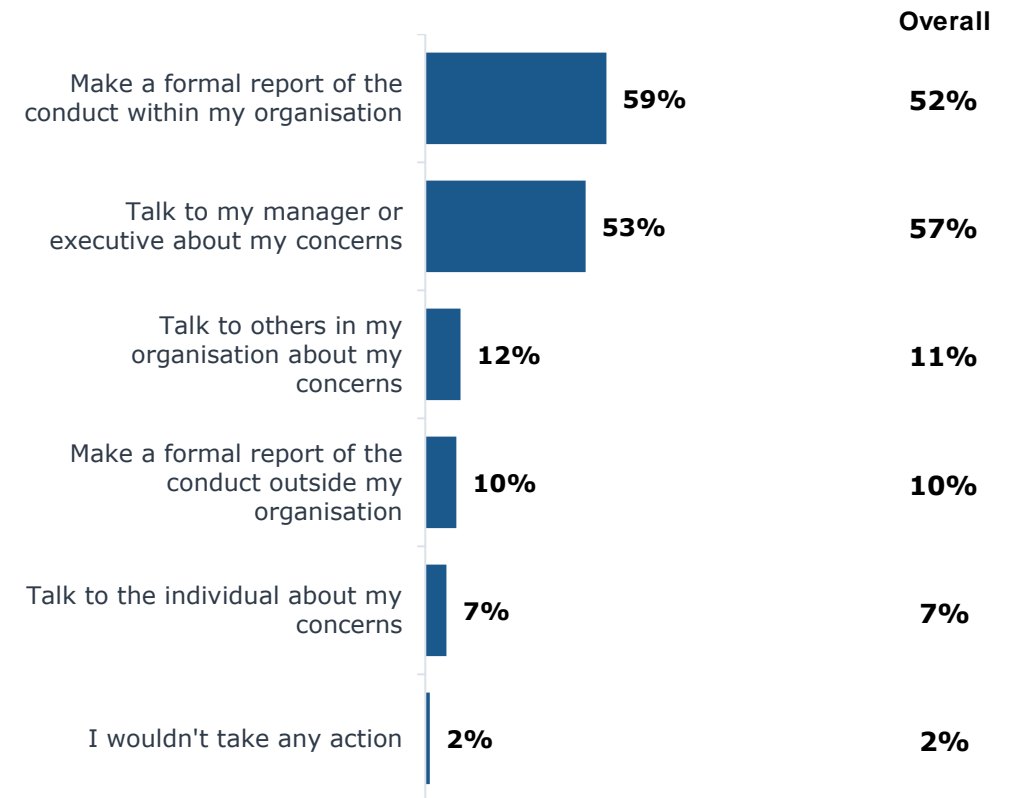
## How would you categorise the type of practice described? (n=1,495)



Key:

Best answer

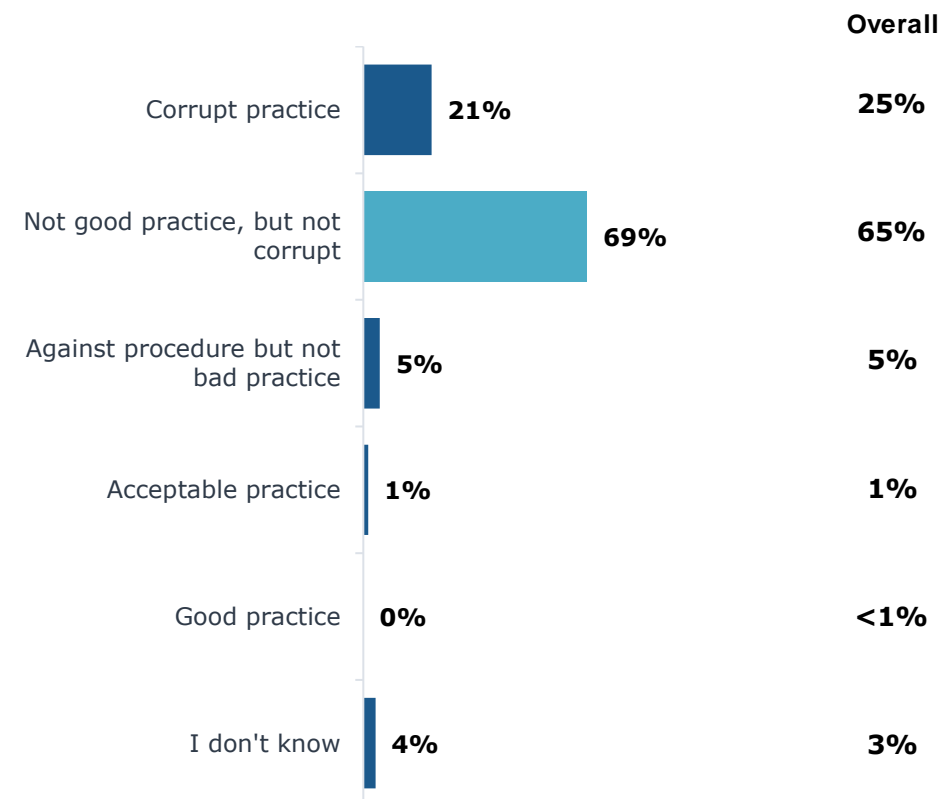
## What course of action would you take? (Multiple response) (n=1,261)



# Scenario 5

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

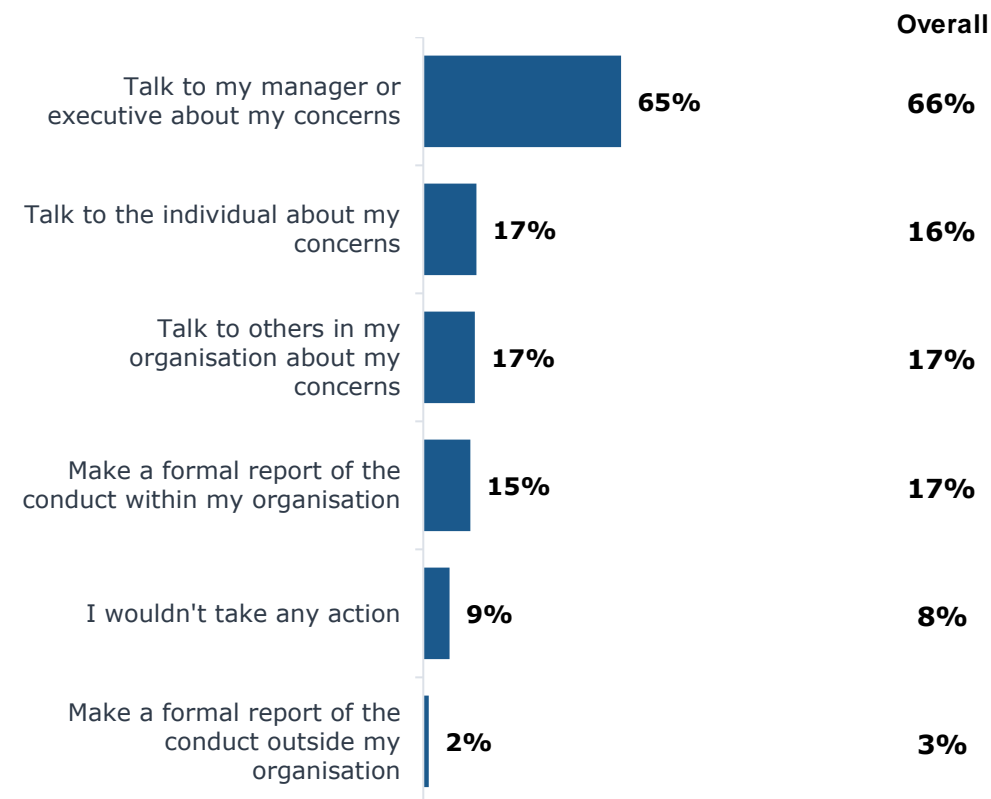
## How would you categorise the type of practice described? (n=1,496)



Key:

Best answer

## What course of action would you take? (Multiple response) (n=1,317)

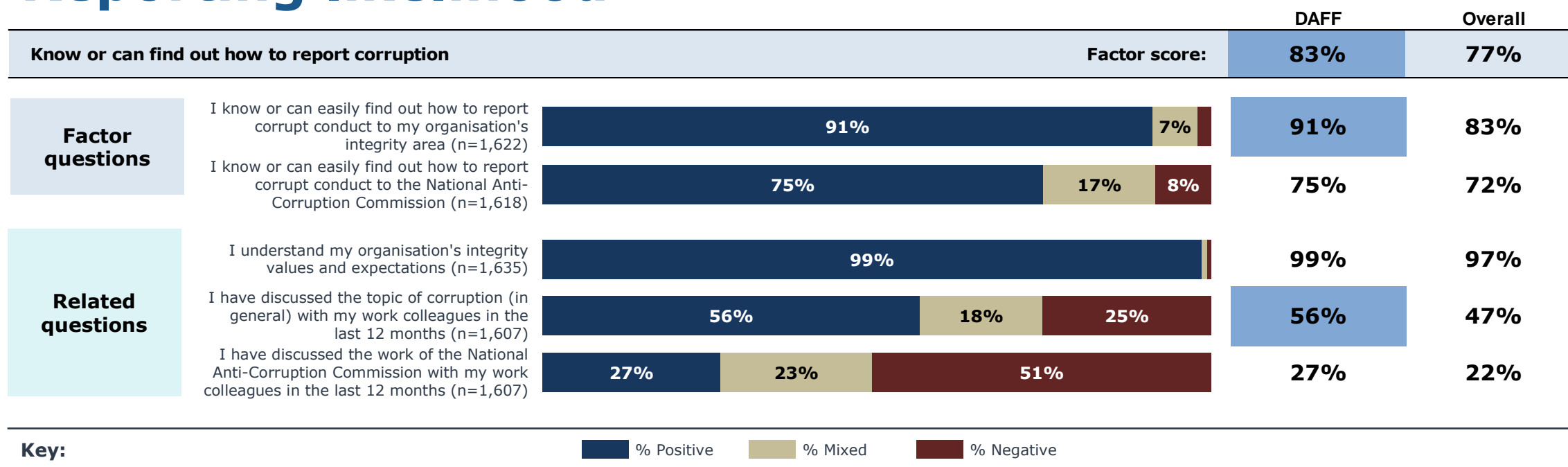


## Detailed results: Reporting likelihood

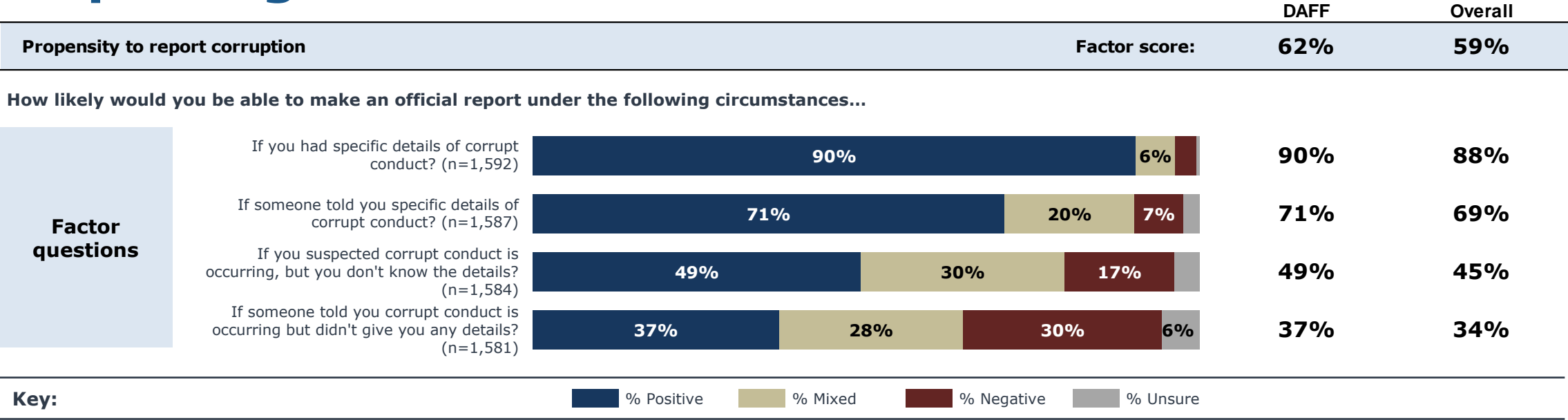
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# Reporting likelihood



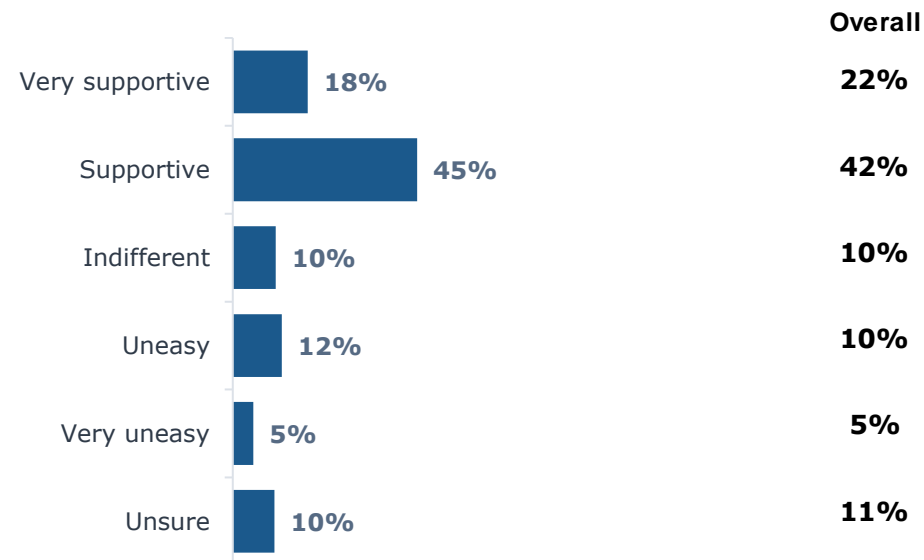
# Reporting likelihood



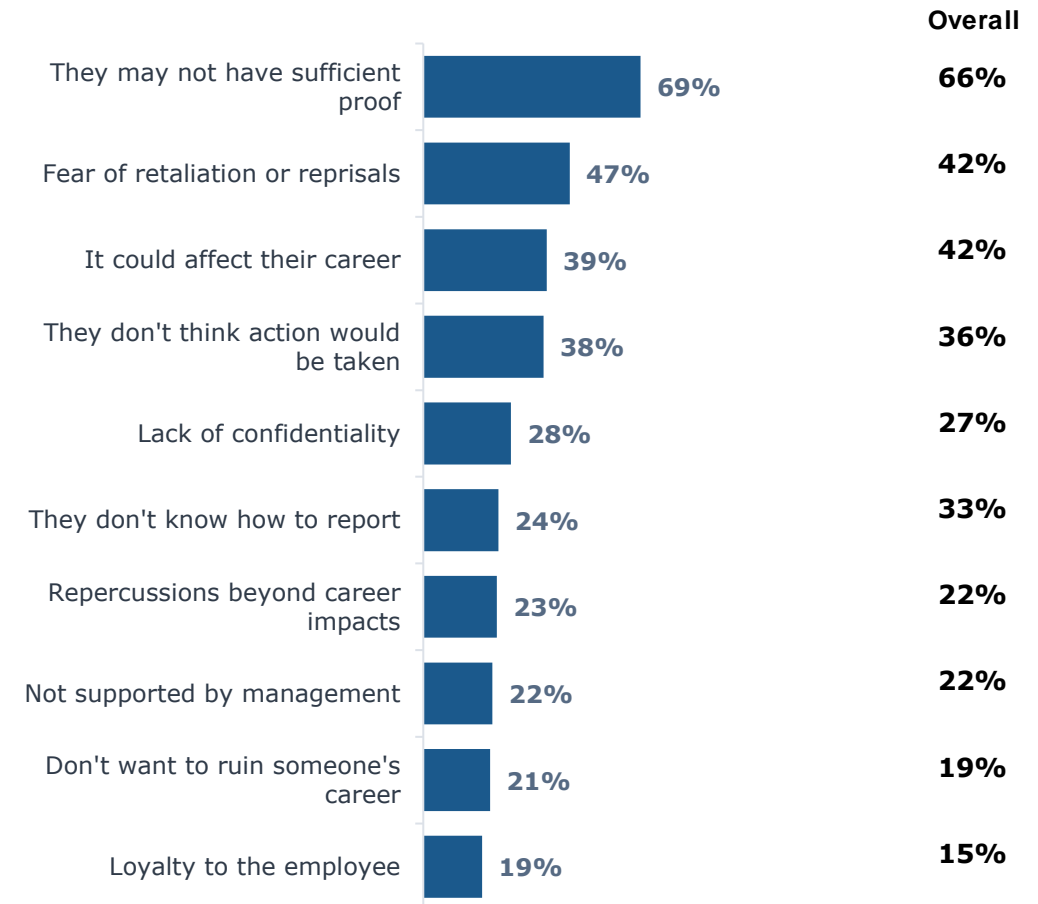
# Reporting likelihood

	DAFF	Overall
<b>Propensity to report corruption (cont'd)</b>	<b>Factor score: 62%</b>	<b>59%</b>

## Reactions of colleagues to those who report corrupt conduct (n=1,541)



## Top 10 reasons for not reporting corrupt conduct (Multiple response) (n=1,533)



## Detailed results:

### Corruption in the workplace

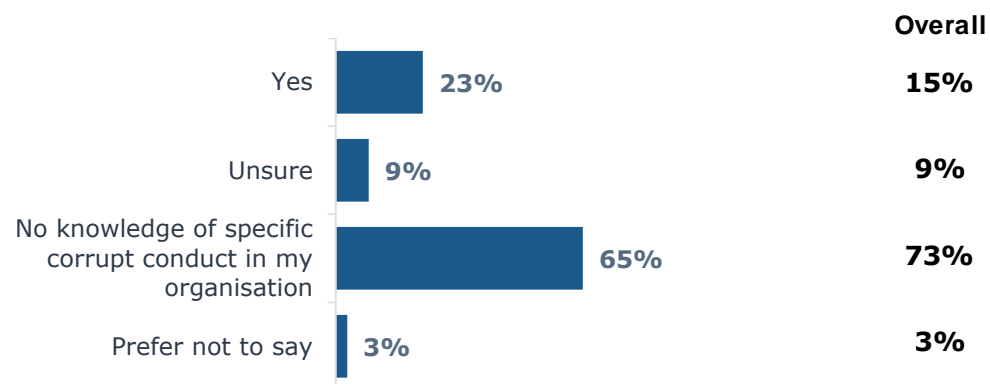
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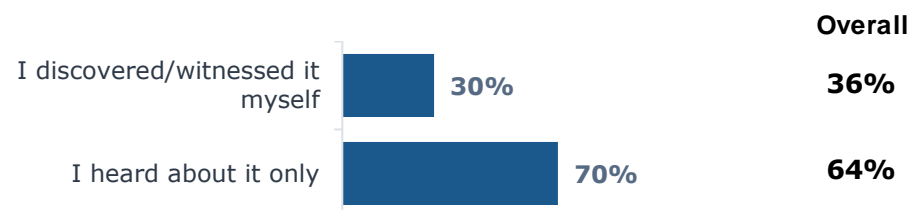
# Awareness of corruption

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

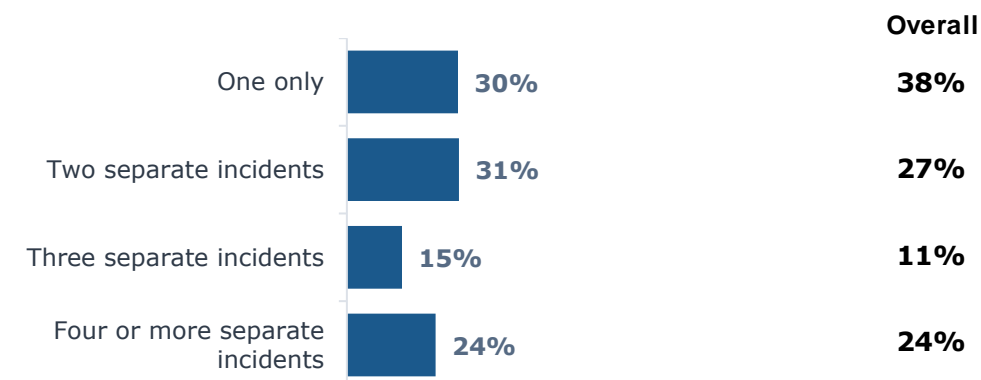
### Specific knowledge of corrupt conduct in agency (n=1,430)



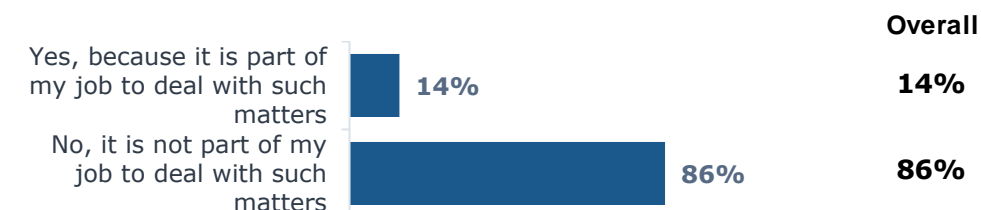
### How did you become aware of the corrupt conduct? (n=436)



### How many incidents of corrupt conduct are you aware of? (n=426)



### Did you know about the conduct because it was your job to do so? (n=455)

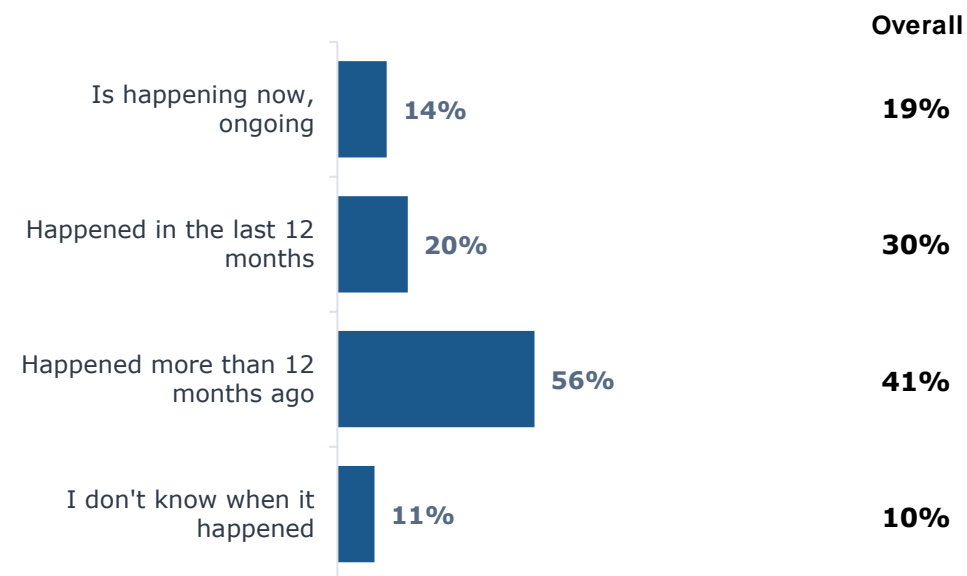




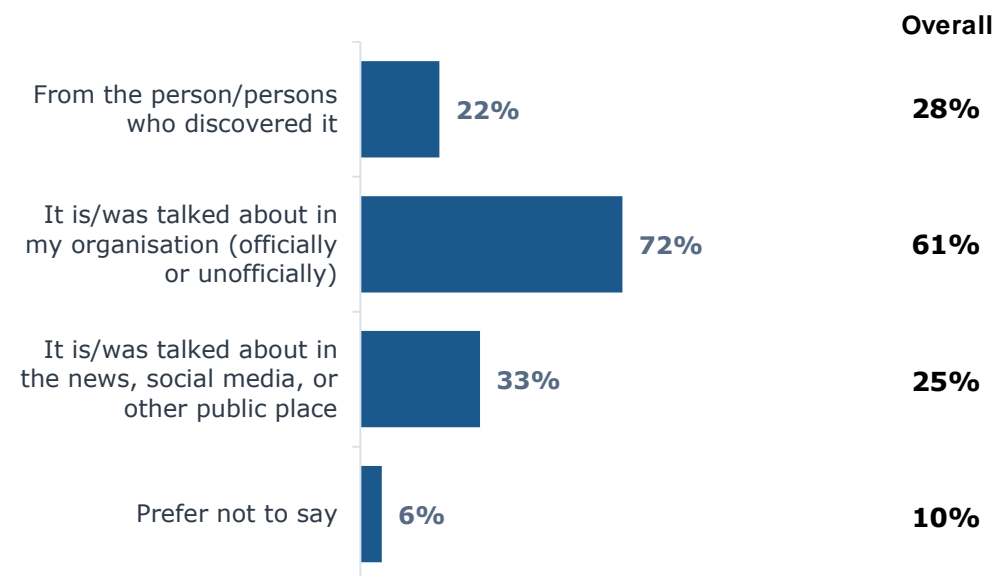
# Awareness of corruption

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

### Is the conduct something that: (n=438)

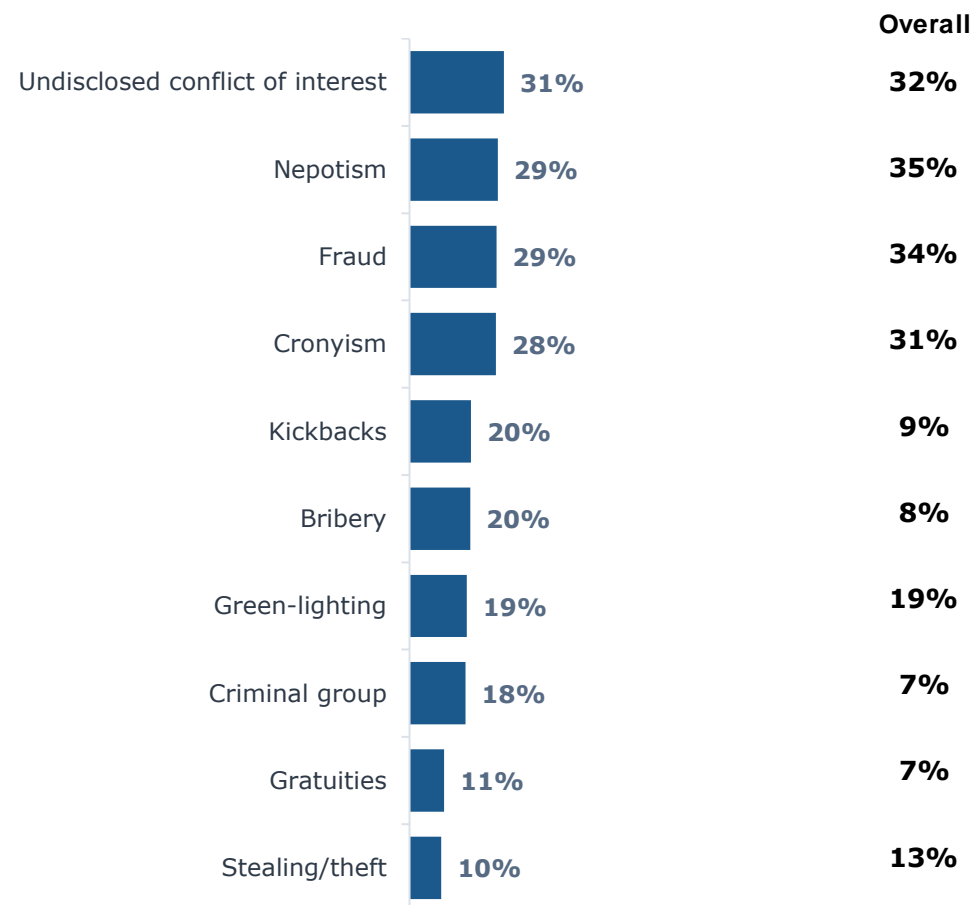


### Where did you hear about the corrupt conduct? (n=305)

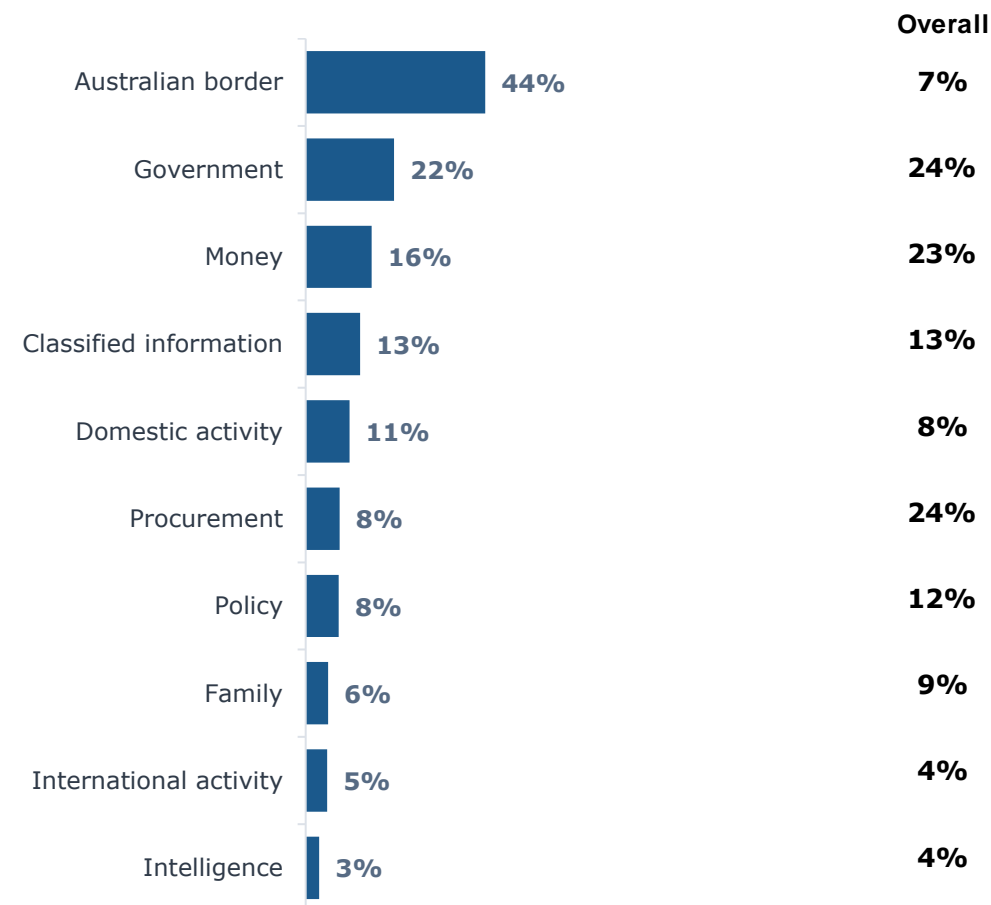


# Responding to the most recent incident

Which of the following best describes the corrupt behaviour?  
(Multiple response) (n=440)

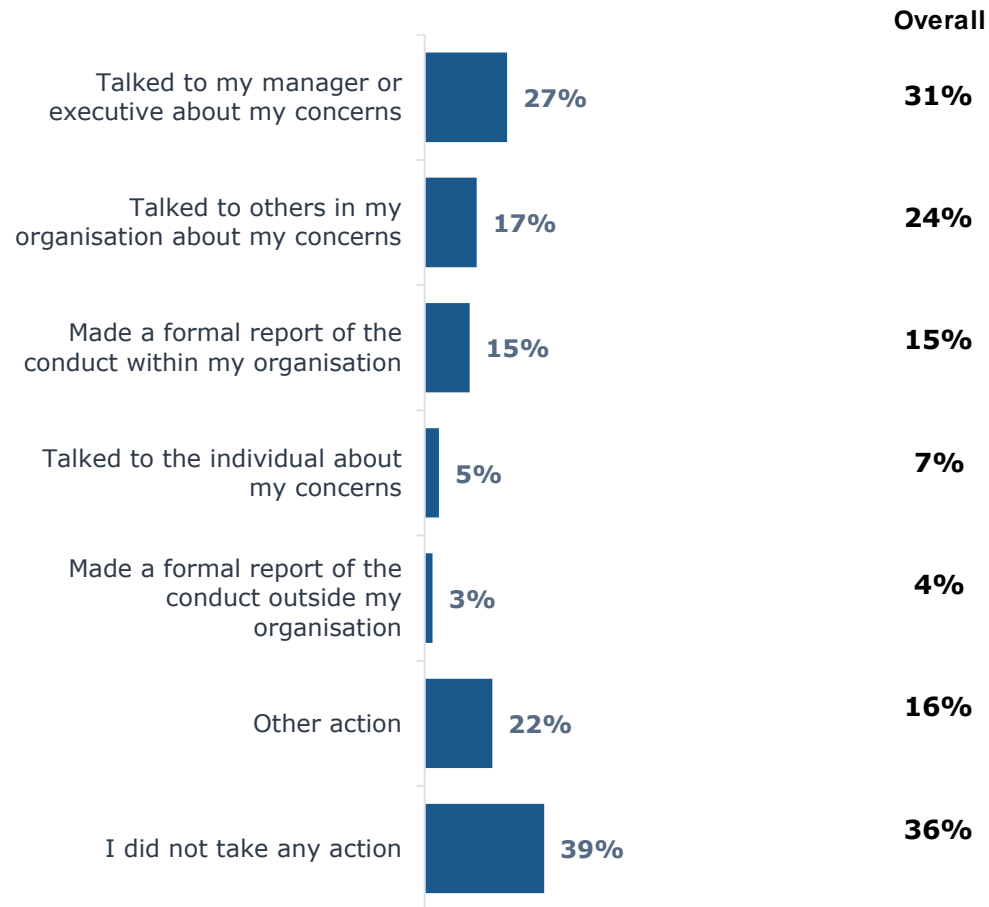


Which of the following did the corrupt behaviour involve?  
(Multiple response) (n=418)

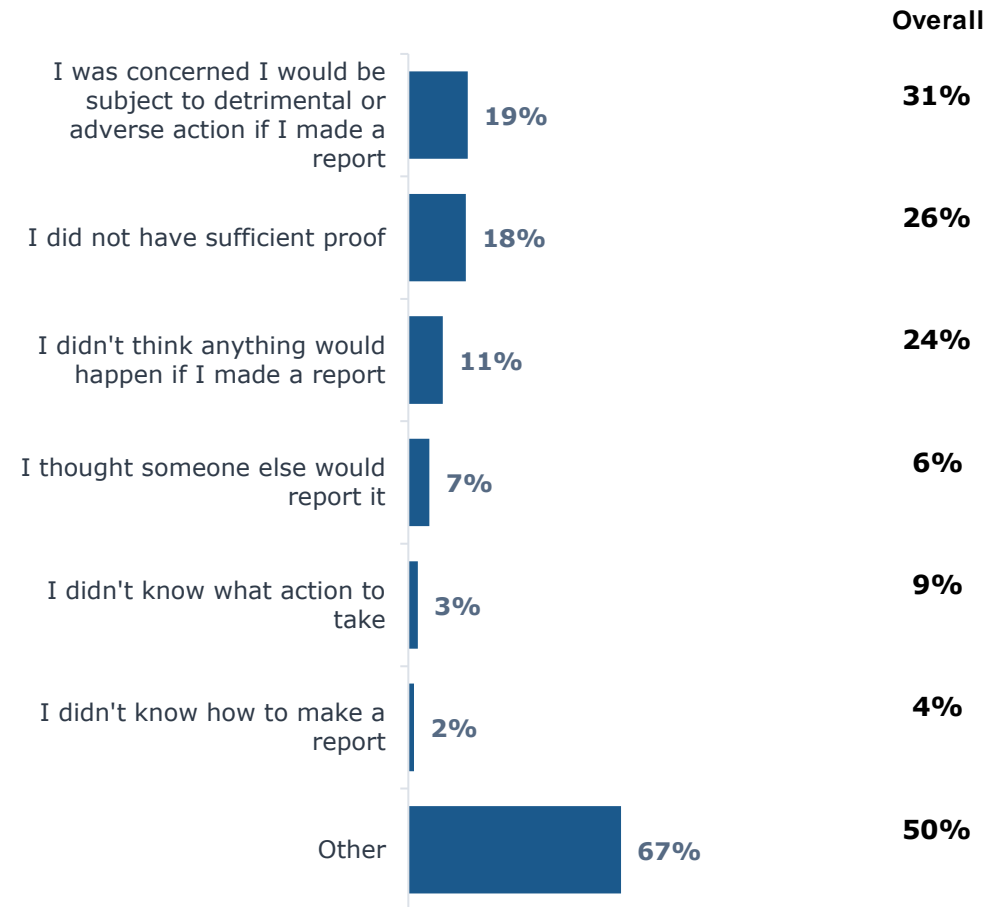


# Responding to the most recent incident

## What action did you take in relation to this incident? (Multiple response) (n=427)



## Why did you not take any action? (Multiple response) (n=165)





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 Agriculture, Fisheries and Forestry (DAFF)

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 DAFF overall positive result:

5%
5%

DAFF Overall				2024		Business Unit						
% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)	Unit 1	Unit 2	Unit 3	Unit 4	Unit 5	Unit 6	Unit 7
Total number of respondents:				1,643	58,309	26,582	x	x	x	x	x	x
Factors results												
Organisational controls				63%	21%	13%	-					
Strength of organisation anti-corruption controls				62%	26%	7%	-					
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=1,413) q24a. My organisation is able to detect corruption	67%	21%	5%	7%	70%	68%	x%	x%	x%	x%	x%	-
(n=1,389) q24b. My organisation is able to prevent corruption	61%	24%	9%	6%	66%	67%	x%	x%	x%	x%	x%	-
(n=1,430) q10. My organisation's anti-corruption controls are: (% Very strong, Strong   % Satisfactory   % Weak, Non-existent)	58%	34%	8%	-	63%	64%	x%	x%	x%	x%	x%	-
Related question (not included in above factor score)												
(n=1,430) q11. My organisation's anti-corruption controls are taken seriously by: (% All employees, Most employees   % Some employees   % A few employees, Nobody)	89%	9%	3%	-	88%	89%	x%	x%	x%	x%	x%	-

Number of respondents for each question in the overall data



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 Agriculture, Fisheries and Forestry (DAFF)

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 DAFF overall positive result:	5%
	5%

Total number of respondents:

% Positive results only from this column onwards

DAFF Overall				2024	
% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)
1,643				58,309	26,582

s 47E(d)

Factor summary						
Organisational controls	63%	21%	13%	-	66%	67%
Strength of organisation anti-corruption controls	62%	26%	7%	-	67%	66%
Culture of integrity	78%	14%	7%	2%	79%	80%
Opportunity for corruption	49%	22%	24%	5%	52%	54%
Employee comprehension	92%	-	7%	-	90%	92%
Confidence in identifying corruption	98%	2%	1%	-	96%	96%
Provided best answer to at least three out of five scenarios	86%	-	14%	-	84%	87%
Reporting likelihood	72%	16%	10%	-	68%	68%
Know or can find out how to report corruption	83%	12%	5%	-	77%	78%
Propensity to report corruption	62%	21%	14%	3%	59%	57%
Commitment and loyalty	78%	16%	7%	-	77%	75%

Factors results						
Organisational controls	63%	21%	13%	-	66%	67%
Strength of organisation anti-corruption controls	62%	26%	7%	-	67%	66%
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=1,413) q24a. My organisation is able to detect corruption	67%	21%	5%	7%	70%	68%
(n=1,389) q24b. My organisation is able to prevent corruption	61%	24%	9%	6%	66%	67%
(n=1,430) q10. My organisation's anti-corruption controls are: (% Very strong, Strong   % Satisfactory   % Weak, Non-existent)	58%	34%	8%	-	63%	64%
Related question (not included in above factor score)						
(n=1,430) q11. My organisation's anti-corruption controls are taken seriously by: (% All employees, Most employees   % Some employees   % A few employees, Nobody)	89%	9%	3%	-	88%	89%
Culture of integrity	78%	14%	7%	2%	79%	80%
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=1,453) q8a. The culture in my organisation supports people to act with integrity	83%	11%	6%	1%	84%	84%
(n=1,449) q8d. My organisation makes a conscious effort to consider the risk of fraud in our activities	82%	13%	3%	2%	82%	82%
(n=1,449) q8c. My organisation has high ethical standards	77%	16%	6%	1%	80%	80%
(n=1,452) q8b. Senior management in the organisation lead by example in ethical behaviour	69%	17%	12%	2%	71%	72%

National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results  
Department of Agriculture, Fisheries and Forestry (DAFF)

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		DAFF Overall				2024	
		% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)
Opportunity for corruption		49%	22%	24%	5%	52%	54%
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=1,433)	q9b. There is petty crime (such as theft, vandalism, and intimidation)	73%	11%	9%	7%	77%	78%
(n=1,444)	q9a. Rules and procedures can be easily bypassed	47%	24%	25%	4%	53%	54%
(n=1,438)	q9c. I think some people act for personal gain, or in the interests of personal associates, rather than for the best organisational outcomes	45%	21%	29%	5%	47%	51%
(n=1,438)	q9d. People manage information with excessive secrecy (more than what is required for their role/function)	44%	33%	18%	5%	47%	48%
(n=1,440)	q9e. There are small, informal sub-groups (or cliques) that exclude others and have their own way of doing things	35%	23%	36%	6%	38%	39%
Related question (not included in above factor score)							
(n=1,440)	q9f. I don't like the way my organisation is changing	49%	32%	15%	4%	53%	55%
(n=1,441)	q9g. People take leave to escape the workplace culture	37%	22%	31%	10%	41%	42%
(n=1,419)	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	6%	-	-	-	8%	8%
	There are rare opportunities for corrupt conduct in my organisation	40%	-	-	-	51%	52%
	There are occasional opportunities for corrupt conduct in my organisation	39%	-	-	-	31%	31%
	There are frequent opportunities for corrupt conduct in my organisation	15%	-	-	-	10%	9%
(n=1,559)	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	45%	-	-	-	27%	29%
	A private business associate/association	44%	-	-	-	33%	35%
	Criminals	34%	-	-	-	26%	20%
	Foreign government	26%	-	-	-	24%	21%
	A senior leader	15%	-	-	-	22%	22%

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## National Anti-Corruption Commission

### Commonwealth Integrity Survey Topline Results

#### Department of Agriculture, Fisheries and Forestry (DAFF)

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		DAFF Overall				2024	
		% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)
<b>Employee comprehension</b>		92%	-	7%	-	90%	92%
<b>Confidence in identifying corruption</b>		98%	2%	1%	-	96%	96%
Please rate your level of agreement with the following statements. (% Strongly agree, Agree   % Neither agree nor disagree   % Disagree, Strongly disagree)							
(n=1,629)	q1b. I am confident that I can identify what constitutes corruption within my area of responsibility	98%	2%	1%	-	96%	96%
<b>Provided best answer to at least three out of five scenarios</b>		86%	-	14%	-	84%	87%
(n=1,503)	Number of scenarios respondents provided the best answer to						
	5	25%	-	-	-	20%	22%
	4	40%	-	-	-	39%	40%
	3	22%	-	-	-	26%	25%
	2	10%	-	-	-	11%	10%
	1	2%	-	-	-	3%	2%
	0	1%	-	-	-	1%	1%
Proportion of respondents provided the best answer to each scenario							
(n=1,498)	q6a@. Scenario 1	68%	-	-	-	66%	68%
(n=1,495)	q6b@. Scenario 2	67%	-	-	-	63%	64%
(n=1,494)	q6c@. Scenario 3	74%	-	-	-	71%	75%
(n=1,495)	q6d@. Scenario 4	96%	-	-	-	94%	94%
(n=1,496)	q6e@. Scenario 5	69%	-	-	-	65%	67%
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=1,498)	How would you categorise the type of practice described?						
	<b>Corrupt practice</b>	68%	-	-	-	66%	68%
	Not good practice, but not corrupt	28%	-	-	-	29%	28%
	Against procedure but not bad practice	2%	-	-	-	3%	2%
	Acceptable practice	0%	-	-	-	0%	0%
	Good practice	0%	-	-	-	0%	0%
	I don't know	2%	-	-	-	2%	2%
(n=1,285)	What course of action would you take?						
	Talk to my manager or executive about my concerns	67%	-	-	-	68%	70%
	Make a formal report of the conduct within my organisation	38%	-	-	-	34%	34%
	Talk to the individual about my concerns	14%	-	-	-	14%	13%
	Talk to others in my organisation about my concerns	11%	-	-	-	12%	12%
	Make a formal report of the conduct outside my organisation	4%	-	-	-	5%	5%
	I wouldn't take any action	2%	-	-	-	3%	3%



## National Anti-Corruption Commission

Commonwealth Integrity Survey Topline Results

Department of Agriculture, Fisheries and Forestry (DAFF)

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DAFF Overall					2024	Large agencies (1,001-10,000)
% Positive	% Mixed	% Negative	% Not sure		Overall	
Scenario 2: An employee regularly accesses records they had no reason to access. The records contain sensitive personal information about people.						
(n=1,495) How would you categorise the type of practice described?						
Corrupt practice	67%	-	-	-	63%	64%
Not good practice, but not corrupt	30%	-	-	-	35%	34%
Against procedure but not bad practice	1%	-	-	-	1%	1%
Acceptable practice	0%	-	-	-	0%	0%
Good practice	0%	-	-	-	0%	0%
I don't know	2%	-	-	-	1%	1%
(n=1,284) What course of action would you take?						
Talk to my manager or executive about my concerns	63%	-	-	-	66%	68%
Make a formal report of the conduct within my organisation	41%	-	-	-	38%	37%
Talk to the individual about my concerns	18%	-	-	-	17%	16%
Talk to others in my organisation about my concerns	8%	-	-	-	9%	10%
Make a formal report of the conduct outside my organisation	3%	-	-	-	3%	3%
I wouldn't take any action	2%	-	-	-	2%	2%
(n=1,494) 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=1,494) How would you categorise the type of practice described?						
Corrupt practice	74%	-	-	-	71%	75%
Not good practice, but not corrupt	23%	-	-	-	25%	22%
Against procedure but not bad practice	1%	-	-	-	2%	1%
Acceptable practice	0%	-	-	-	0%	0%
Good practice	0%	-	-	-	0%	0%
I don't know	1%	-	-	-	1%	1%
(n=1,269) What course of action would you take?						
Talk to my manager or executive about my concerns	58%	-	-	-	59%	61%
Make a formal report of the conduct within my organisation	39%	-	-	-	31%	33%
Talk to the individual about my concerns	21%	-	-	-	23%	19%
Talk to others in my organisation about my concerns	8%	-	-	-	10%	10%
Make a formal report of the conduct outside my organisation	3%	-	-	-	3%	3%
I wouldn't take any action	3%	-	-	-	4%	4%
(n=1,495) Scenario 4: An employee deliberately bypassed the usual processes to get an ineligible candidate into a grant program.						
(n=1,495) How would you categorise the type of practice described?						
Corrupt practice	96%	-	-	-	94%	94%
Not good practice, but not corrupt	3%	-	-	-	4%	4%

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## National Anti-Corruption Commission

### Commonwealth Integrity Survey Topline Results

#### Department of Agriculture, Fisheries and Forestry (DAFF)

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(n=1,261)

DAFF Overall					2024	Large agencies (1,001-10,000)
% Positive	% Mixed	% Negative	% Not sure		Overall	
Against procedure but not bad practice	0%	-	-	-	0%	0%
Acceptable practice	0%	-	-	-	0%	0%
Good practice	0%	-	-	-	0%	0%
I don't know	1%	-	-	-	1%	1%
What course of action would you take?						
Make a formal report of the conduct within my organisation	59%	-	-	-	52%	52%
Talk to my manager or executive about my concerns	53%	-	-	-	57%	59%
Talk to others in my organisation about my concerns	12%	-	-	-	11%	12%
Make a formal report of the conduct outside my organisation	10%	-	-	-	10%	9%
Talk to the individual about my concerns	7%	-	-	-	7%	6%
I wouldn't take any action	2%	-	-	-	2%	2%
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?						
Not good practice, but not corrupt	69%	-	-	-	65%	67%
Corrupt practice	21%	-	-	-	25%	23%
Against procedure but not bad practice	5%	-	-	-	5%	5%
Acceptable practice	1%	-	-	-	1%	1%
Good practice	0%	-	-	-	0%	0%
I don't know	4%	-	-	-	3%	3%
What course of action would you take?						
Talk to my manager or executive about my concerns	65%	-	-	-	66%	67%
Talk to the individual about my concerns	17%	-	-	-	16%	15%
Talk to others in my organisation about my concerns	17%	-	-	-	17%	18%
Make a formal report of the conduct within my organisation	15%	-	-	-	17%	15%
Make a formal report of the conduct outside my organisation	2%	-	-	-	3%	2%
I wouldn't take any action	9%	-	-	-	8%	9%

(n=1,317)

## National Anti-Corruption Commission

### Commonwealth Integrity Survey Topline Results

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		DAFF Overall				2024	
		% Positive	% Mixed	% Negative	% Not sure	Overall	Large agencies (1,001-10,000)
<b>Reporting likelihood</b>		<b>72%</b>	<b>16%</b>	<b>10%</b>	<b>-</b>	<b>68%</b>	<b>68%</b>
<b>Know or can find out how to report corruption</b>		<b>83%</b>	<b>12%</b>	<b>5%</b>	<b>-</b>	<b>77%</b>	<b>78%</b>
Please rate your level of agreement with the following statements. (% Strongly agree, Agree   % Neither agree nor disagree   % Disagree, Strongly disagree)							
(n=1,622)	q1c. I know or can easily find out how to report corrupt conduct to my organisation's integrity area	91%	7%	2%	-	83%	84%
(n=1,618)	q1d. I know or can easily find out how to report corrupt conduct to the National Anti-Corruption Commission	75%	17%	8%	-	72%	73%
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=1,635)	q1a. I understand my organisation's integrity values and expectations.	99%	1%	1%	-	97%	97%
(n=1,607)	q1e. I have discussed the topic of corruption (in general) with my work colleagues in the last 12 months	56%	18%	25%	-	47%	47%
(n=1,607)	q1f. I have discussed the work of the National Anti-Corruption Commission with my work colleagues in the last 12 months	27%	23%	51%	-	22%	24%
<b>Propensity to report corruption</b>		<b>62%</b>	<b>21%</b>	<b>14%</b>	<b>3%</b>	<b>59%</b>	<b>57%</b>
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=1,592)	q2a. If you had specific details of corrupt conduct?	90%	6%	3%	1%	88%	88%
(n=1,587)	q2b. If someone told you specific details of corrupt conduct?	71%	20%	7%	3%	69%	66%
(n=1,584)	q2c. If you suspected corrupt conduct is occurring, but you don't know the details?	49%	30%	17%	4%	45%	42%
(n=1,581)	q2d. If someone told you corrupt conduct is occurring but didn't give you any details?	37%	28%	30%	6%	34%	31%
Related question (not included in above factor score)							
(n=1,541)	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)	63%	10%	17%	10%	64%	64%
(n=1,533)	q5mr. Within your organisation, are there reasons why an employee would not report corrupt conduct? (Multiple Response)						
	No, everyone would report	9%	-	-	-	10%	9%
	They may not have sufficient proof	69%	-	-	-	66%	67%
	Fear of retaliation or reprisals	47%	-	-	-	42%	43%
	It could affect their career	39%	-	-	-	42%	44%
	They don't think action would be taken	38%	-	-	-	36%	36%
	Lack of confidentiality	28%	-	-	-	27%	27%

National Anti-Corruption Commission

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	% Positive	% Mixed	% Negative	% Not sure	2024	Large agencies (1,001-10,000)
They don't know how to report	24%	-	-	-	33%	32%
Repercussions beyond career impacts	23%	-	-	-	22%	23%
Not supported by management	22%	-	-	-	22%	23%
Don't want to ruin someone's career	21%	-	-	-	19%	20%
Loyalty to the employee	19%	-	-	-	15%	15%
Too busy doing other work	18%	-	-	-	20%	21%
Managers accept the conduct	18%	-	-	-	15%	16%
The reporting process is too difficult	10%	-	-	-	11%	10%
Better to deal with it unofficially	9%	-	-	-	7%	7%
Corruption isn't serious enough	4%	-	-	-	5%	5%
To protect the organisation's reputation	4%	-	-	-	9%	9%
Other	5%	-	-	-	4%	4%
Prefer not to say	1%	-	-	-	2%	2%
Commitment and loyalty	78%	16%	7%	-	77%	75%

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National Anti-Corruption Commission

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DAFF Overall					2024	Large agencies (1,001-10,000)
% 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	23%	-	-	-	15%	15%
Unsure	9%	-	-	-	9%	8%
No knowledge of specific corrupt conduct in my organisation	65%	-	-	-	73%	74%
Prefer not to say	3%	-	-	-	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	14%	-	-	-	14%	14%
No, it is not part of my job to deal with such matters	86%	-	-	-	86%	86%
q15. How many incidents of corrupt conduct are you aware of?						
One only	30%	-	-	-	38%	41%
Two separate incidents	31%	-	-	-	27%	26%
Three separate incidents	15%	-	-	-	11%	10%
Four or more separate incidents	24%	-	-	-	24%	23%
q16. Is the conduct something that:						
Is happening now, ongoing	14%	-	-	-	19%	19%
Happened in the last 12 months	20%	-	-	-	30%	29%
Happened more than 12 months ago	56%	-	-	-	41%	42%
I don't know when it happened	11%	-	-	-	10%	9%
q17. How did you become aware of the corrupt conduct?						
I heard about it only	70%	-	-	-	64%	64%
I discovered/witnessed it myself	30%	-	-	-	36%	36%
q18mr. If you heard about it, where did you hear about it? (Multiple Response)						
It is/was talked about in my organisation (officially or unofficially)	72%	-	-	-	61%	60%
It is/was talked about in the news, social media, or other public place	33%	-	-	-	25%	25%
From the person/persons who discovered it	22%	-	-	-	28%	29%
Prefer not to say	6%	-	-	-	10%	10%
q19mr. Did the conduct involve: (Multiple Response)						

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% Positive	% Mixed	% Negative	% Not sure		Overall	
q20mr. Which of the following best describes the corrupt behaviour? (Multiple Response)						
Undisclosed conflict of interest	31%	-	-	-	32%	31%
Nepotism	29%	-	-	-	35%	35%
Fraud	29%	-	-	-	34%	31%
Cronyism	28%	-	-	-	31%	32%
Kickbacks	20%	-	-	-	9%	9%
Bribery	20%	-	-	-	8%	8%
Green-lighting	19%	-	-	-	19%	19%
Criminal group	18%	-	-	-	7%	5%
Gratuities	11%	-	-	-	7%	6%
Stealing/theft	10%	-	-	-	13%	12%

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q21mr. Which of the following did the corrupt behaviour involve? (Multiple Response)						
Australian border	44%	-	-	-	7%	5%
Government	22%	-	-	-	24%	26%
Money	16%	-	-	-	23%	25%
Classified information	13%	-	-	-	13%	12%
Domestic activity	11%	-	-	-	8%	8%
Procurement	8%	-	-	-	24%	26%
Policy	8%	-	-	-	12%	12%
Family	6%	-	-	-	9%	10%
International activity	5%	-	-	-	4%	4%
Intelligence	3%	-	-	-	4%	2%

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% Positive	% Mixed	% Negative	% Not sure	Overall	

% Positive results only from this column onwards

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(n=427)	q22mr. What action did you take in relation to this incident? (Multiple Response)						
	Talked to my manager or executive about my concerns	27%	-	-	-	31%	29%
	Talked to others in my organisation about my concerns	17%	-	-	-	24%	24%
	Made a formal report of the conduct within my organisation	15%	-	-	-	15%	13%
	Talked to the individual about my concerns	5%	-	-	-	7%	6%
	Made a formal report of the conduct outside my organisation	3%	-	-	-	4%	3%
	Other action	22%	-	-	-	16%	16%
	I did not take any action	39%	-	-	-	36%	38%
(n=165)	q23mr. Why did you not take any action? (Multiple Response)						
	I was concerned I would be subject to detrimental or adverse action if I made a report	19%	-	-	-	31%	33%
	I did not have sufficient proof	18%	-	-	-	26%	27%
	I didn't think anything would happen if I made a report	11%	-	-	-	24%	24%
	I thought someone else would report it	7%	-	-	-	6%	6%
	I didn't know what action to take	3%	-	-	-	9%	9%
	I didn't know how to make a report	2%	-	-	-	4%	4%
	Other	67%	-	-	-	50%	49%
	Prefer not to say	5%	-	-	-	7%	6%

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% Positive	% Mixed	% Negative	% Not sure	2024	
				Overall	Large agencies (1,001-10,000)
About you and your job					
(n=1,405) q26. Which one of the following best describes the type of work you do?					

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(n=1,409)	q28@. What is your current, actual classification level?		
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