Appendix B. Wrongdoing categories and types

Employee survey, internal witness survey and case-handler and manager surveys

<table>
<thead>
<tr>
<th>Category</th>
<th>Wrongdoing type</th>
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</table>
| 1. Misconduct for material gain | a. Theft of money  
| | b. Theft of property  
| | c. Bribes or kickbacks  
| | d. Using official position to get personal services or favours  
| | e. Giving unfair advantage to a contractor, consultant or supplier  
| | f. Improper use of agency facilities or resources for private purposes  
| | g. Rorting overtime or leave provisions  
| | h. Making false or inflated claims for reimbursement  
| 9. Conflict of interest | i. Failing to declare a financial interest in an agency venture  
| | j. Intervening in a decision on behalf of a friend or relative  
| | k. Improper involvement of a family business  
| 12. Improper or unprofessional behaviour | l. Downloading pornography on a work computer  
| | m. Being drunk or under the influence of illegal drugs at work  
| | n. Sexual assault  
| | o. Stalking (unwanted following or intrusion into personal life)  
| | p. Sexual harassment  
| | q. Racial discrimination against a member of the public  
| | r. Misuse of confidential information  
| 19. Defective administration | s. Incompetent or negligent decision making  
| | t. Failure to correct serious mistakes  
| | u. Endangering public health or safety  
| | v. Producing or using unsafe products  
| | w. Acting against organisational policy, regulations or laws  
| 24. Waste or mismanagement of resources | x. Waste of work funds  
| | y. Inadequate record keeping  
| | z. Negligent purchases or leases  
| 27. Perverting justice or accountability | cc. Covering up poor performance  
| | dd. Misleading or false reporting of agency activity  
| | ee. Covering up corruption  
| | ff. Hindering an official investigation  
| | gg. Unlawfully altering or destroying official records  
| 32. Personnel and workplace grievances | hh. Racial discrimination against a staff member  
| | ii. Allowing dangerous or harmful working conditions  
| | jj. Failure to follow correct staff-selection procedures  
| | kk. Favouritism in selection or promotion  
| | ll. Bullying of staff  
| 38. Reprisals against whistleblowers | mm. Reprisal against whistleblowers  
| | nn. Other  
| 39. Other | oo. Other  

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Agency survey categories and examples

a. Misconduct for material gain
For example: theft, fraud, bribery, private use of agency resources.

b. Conflict of interest
For example: failure to declare financial interest, improper involvement of family business.

c. Improper/unprofessional behaviour
For example: rudeness or mistreatment of public, inappropriate sexual relations, misuse of confidential information, personal misconduct.

d. Defective administration
For example: failures in duty, negligence, incompetence, delay, uncorrected mistakes, breach of administrative law or procedures, dangers to public health or safety.

e. Waste or mismanagement of resources
For example: bad grants or purchases, poor budget control, inadequate record keeping.

f. Perverting justice or accountability
For example: making false statements, misleading the public, fabricating evidence, hindering investigation, cover-ups.

g. Poor personnel practices
For example: unfair dismissal, breaches of merit and equity, favouritism, breaches of workplace health or safety, workplace discrimination.