

## Policy

### Disclosure of previous employment as a lobbyist

#### 1 Application:

This policy implements reforms announced by the Government in November 2009 as part of the *Response to Integrity and Accountability in Queensland*. It applies to all Queensland Government departments and public service offices, and includes teaching, health, police, fire and ambulance services and all employees of these agencies. This policy also applies to staff employed in Ministerial Offices.

This policy should be read in conjunction with the principles which govern lobbying and conflict of interest activities including the *Integrity Act 2009*, *Public Service Act 2008*, *Public Sector Ethics Act 1994*, any other relevant legislation governing employment conditions, and Directives, Guidelines and policies in relation to recruitment and selection, codes of conduct and declaration of interests.

#### 2 Effective date: 1 January 2010

#### 3 Policy:

- 3.1 It is Government policy that all newly employed public service employees are to provide to their chief executive, within one month of taking up duty, a disclosure of employment as a lobbyist in the previous two years.
- 3.2 Public service employees are to fully disclose any work in the previous two years they have performed as a lobbyist including any previous lobbying activities that may have the potential to:
  - impact on their ability to properly and impartially discharge the duties of their role, and/or
  - be a real or perceived conflict of interest in relation to their role.
- 3.3 If a real or perceived conflict of interest exists, the chief executive may direct an employee to prepare and give a statement of the employee's interests, including any employment as a lobbyist in the previous two years<sup>1</sup>.
- 3.4 Should the chief executive determine that there is the potential for previous employment as a lobbyist to:
  - impact on the employee's ability to properly and impartially discharge the duties of their role, and/or
  - be a real or perceived conflict of interest in relation to their role,
 the employee is required to resolve the concerns in favour of the public interest to the satisfaction of the chief executive within 14 calendar days.

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<sup>1</sup> For example, employees engaged under the *Public Service Act 2008*, may be directed to provide a statement of interests under section 185.



- 3.5 Failure by the employee to resolve the concerns to the satisfaction of the chief executive within 14 calendar days may result in a breach of this Policy and/or a relevant code of conduct.
- 3.6 Any disclosure is to be maintained in confidence and be available only to the employee and the chief executive officer or delegate.
- 3.7 On separation from their agency, any disclosure is to be filed on the employee's record.

## **4 Definitions:**

For the purposes of this policy:

*"Conflict of interest"* means a conflict between the person's personal interests and the person's official duties.

*"Lobbyist"* is defined in Chapter 4, Part 1, section 41 of the *Integrity Act 2009*.