Plan for Implementation of Recommendation

Investigation into the conduct of a university manager and others in relation to false invoicing

Please complete this schedule with information about how your agency plans to implement the ICAC's corruption prevention recommendation arising from the investigation into Operation Misto. The implementation plan should include details of the actions, timeframes and how your agency proposes to evaluate the effectiveness of the implementation of the recommendation. Please provide the name of a contact person in your agency from whom we can seek more detail if needed. This document should be returned to the ICAC in writing and electronically to Giselle Tocher at gtocher@icac.nsw.gov.au by no later than 1 October 2015.

Recommendation 3.

That the University of Newcastle, the University of Sydney and Macquarie University ensure that employment screening checks are performed on preferred applicants in line with the Australian Standard on Employment Screening (AS 4811-2006).

Summary of response

The recommendation will be:

☐ **Implemented as described in the report**
☐ ~~Implemented in an alternative way~~
☐ ~~Partially implemented~~
☐ ~~Not implemented~~

Action proposed

The review of the University's employment screening was conducted as part of a broader review of our recruitment practices. This review was completed in June 2015 and has been in place since the middle of this year. The document attached was written with the Australian Standard as a guide, and details what pre-employment checks are to be conducted for which positions and when these checks should be completed. This document and protocol has been circulated to the University's HR Client Team who are responsible for implementing these checks.

Supporting material

Please see attached material.

Proposed evaluation methods

University policy is subject to periodic review. There are no current scheduled plans for formal evaluation of the Recruitment process.