

Our directions for 2022 to 2025

Goals – what we plan to achieve	Key elements of the strategy – how we plan to achieve our goals	Outcomes – the measures of our success
<p>Influence and effectiveness</p> <p>Build public sector integrity through:</p> <ul style="list-style-type: none"> – education and prevention – risk-based, targeted approaches 	<ul style="list-style-type: none"> • Establish a more targeted approach to lead public service decision-makers, particularly in high-risk areas • Focus on emerging corruption issues, while maintaining emphasis on long-standing corruption risks • Expand and recalibrate the existing education function to allow broader reach, improved customisation of information and a risk-based targeted approach 	<ul style="list-style-type: none"> • Public sector agencies accept and implement our advice and education products • Clearer understanding of public sector integrity within agencies • Agencies and clusters have programs and systems for managing corruption risks • Strong collaborative working relationships with agencies in terms of effective management of corruption risks
<p>Impact and awareness</p> <p>Streamline operations and more effectively communicate lessons learned</p> <ul style="list-style-type: none"> – raise awareness of investigations, reports, and of people brought to account 	<ul style="list-style-type: none"> • Streamline investigations by applying risk-based decision-making • Work more effectively with stakeholder agencies, including the DPP, to bring people to account • Better communicate lessons learnt 	<ul style="list-style-type: none"> • Timely completion of investigations and reports • Progression of the outcomes of the Commission’s recommendations • Broader and improved understanding of the lessons learned
<p>Organisational capability</p> <p>Nurture and support people</p> <ul style="list-style-type: none"> – improve Commission management of human resources and welfare of witnesses – focus on staff talent and development 	<ul style="list-style-type: none"> • Implement a more systemic approach to witness welfare • Build our organisational capability through training, mentoring and engagement 	<ul style="list-style-type: none"> • The ICAC has built a safe, collaborative and innovative culture with a clear focus on staff development • The ICAC is clearly identifying and managing vulnerable witnesses
<p>A fair and trusted integrity agency</p> <p>Develop a transparent and accountable organisation</p> <ul style="list-style-type: none"> – improve the use of learning processes – reform business processes – introduce ICT improvements 	<ul style="list-style-type: none"> • Better explain our powers and how they are applied • Continually focus on streamlining business processes and measuring outcomes • Keep pace with digital technology and collaborate with like agencies to adopt best practice investigative techniques • Improve ICT systems and analytical capability 	<ul style="list-style-type: none"> • The ICAC is transparent and accountable in its use of its powers, in its public communications and with its oversight agencies • Business processes are streamlined, outcomes are measured and reported publicly • The ICAC is at the forefront of using best practice investigative techniques and digital technologies • ICT systems and information security are adequately resourced