

# FACT SHEET

Wednesday 24 October 2012

## Recruitment of contractors and other staff by a University of Sydney IT manager

### ICAC FINDINGS

The ICAC found that Atilla “Todd” Demiralay engaged in corrupt conduct by:

- using Succuro and Succuro Recruitment Pty Ltd to recruit contractors and staff for the University of Sydney despite the conflict of interest caused by his wife’s employment with Succuro and, from August 2008, by his and his wife’s financial interest in Succuro Recruitment Pty Ltd
- engaging George Tspidis, his brother-in-law, to work at the university despite the conflict of interest caused by their undisclosed family relationship
- falsely recording that he had considered other candidates when engaging a close friend, Adrian Buxton, to work at the university
- recommending that the university employ a candidate, Gerard Hunt, provided by Succuro Recruitment Pty Ltd (which resulted in the payment of a fee to the company) despite the conflict of interest caused by Mr Demiralay having an undisclosed financial interest in that company.

### ICAC RECOMMENDATIONS

The ICAC is of the opinion that consideration should be given to obtaining the advice of the Director of Public Prosecutions with respect to the prosecution of Mr Demiralay and his wife, Virginia Kantarzis, for offences of giving false or misleading evidence pursuant to the *Independent Commission Against Corruption Act 1988*.

As Mr Demiralay is no longer employed by the university, the Commission is not required to form an opinion as to whether a recommendation for disciplinary action to be considered should be made.

### CORRUPTION PREVENTION

The Commission has made seven corruption recommendations to the University of Sydney, including that:

- where possible, it should establish a single point of access for employment of IT contractors, using multiple C100 recruitment firms in competition (C100 recruitment firms have an existing contract with the state to supply labour services required by any public authority)
- it should ensure that the authority and responsibility of SydneyRecruitment is such that it is able to influence policy compliance at critical points in the recruitment process, and that it is held accountable for the exercise of that influence
- it should adopt an electronic approval system as part of any major enhancement of its human resources systems.

### BACKGROUND

The Commission commenced the investigation after it received a report from the university under section 11 of the ICAC Act which requires the principal officer of a public authority to report matters that the principal officer suspects involve, or may involve corrupt conduct.

It was alleged that Mr Demiralay was employing staff for the university that were sourced from a recruitment business, Succuro, which was owned by Mr Demiralay and his wife. It was also alleged that Mr Demiralay hired friends for team leader positions in the Field Services area at the university, of which he was manager.

The ICAC held a public inquiry as part of the investigation over nine days in March, April and May 2012. Assistant Commissioner Theresa Hamilton presided at the public inquiry, at which 22 witnesses gave evidence. The report is available on the ICAC website at [www.icac.nsw.gov.au](http://www.icac.nsw.gov.au).

Media contact: ICAC A/Manager Communications & Media Ellie Prodromou 02 8281 5913 / 0417 467 801