

"

"

Gvjkeu"eqfgu"cpf"vczrc{gt"ejctvgtu<"kpetgcukpi"
vcz"oqtcng"vq"kpetgcug"vcz"eqornkcpeg""

"

Mktuv{"Wpig³"

"

"

Abstract

Vjku"rcrgt"eqpukfgtu"gvjkeu"eqfgu"cpf"vczrc{gt"ejctvgtu"cpf"qwnkpgu"vjgk"qdlgevixgu"C"ecug"uvwf{"qh"Cwuvtcnk"cpf"vjg"WM"ku"

gLqwtpcn"qh"Vcz"tgugcte j "

Gvjkeu'eqfgu"cpf"vczrc{gt"ejctvgtu"

Kp"uq og" eqwvptkgu" *kp"uq og" c"nqv"nqpi gt" vjcp"kp" qvjgtu+." vjgtg" jcu" dggp" c" eqpvkpcwn" ejcpig" kp" ogpvcnk{ " ykvj"kp" tgxgpwg" cwvjqtvkkgu." htqo" rtk octkn{ " c" fku eqwtug" kp" fvgttgpeg" vq" tgi ctfkpi" vjg" tgn cvkqpujkr" ykvj"vczrc{gtu" cu" cp" qpiqkpi" eq/qrgtcvkg" rctvpgtujkr⁰⁴" Qh" eqwtug." vjgtg" ku" egtvckpn{ " uvkm" c" fkggtigpeg" kp" uvtcvgikgu" cfqrvgf" d{ " tgxgpwg" cwvjqtvkkgu" dwv" gvjkeu" eqfgu" cpf" vczrc{gt" ejctvgtu" jcxg" dgeqog" cp" kpetgcukpin{ " rqrwnct" rctv" qh" vjku" ejcpikpi" f{pcoke⁵

j

"

"

gl.qwtpcn"qh"Vcz"tgugcte j"

eqwptkgu"nqqmkpi"vq"ko rng o gpv" c" ejctvgt0" Kv" cnuq" rtqxfgu" c" etkvgtkqp" c i ckpuv" y jkej" eqwptkgu" ykvj" c" rtg/gzkuvkpi"ejctvgt"ecp"cuuguu"vjgkt"fqew o gpv0³:"

Kpvtgugvkin{." c" Oqfgn" Vczrc{gt" Ejctvgt" qh" vczrc{gt" tki jvu" cpf" tgurqpukdnkvkgu" vjcv" ecp" dg" cfcvrgf" hqt" rctvkekrckpi" pcvkqpu" jcu" tgegpvn{ "dggp" ftcyp" wr" d{ "rtqhgukqpcn" dqfkgu" tgrtgugpvkpi" o qtg" vjcp" jcnh" c" o knkqp" vcz" cf xkuqtu" y qtnf ykfg0⁴²"" Eqrkgu" qh" vjg" rtgnk o kpct{ "tgrqtv" jcxg" dggp" ugpv" vq" fgng i cvgu" qh" vjg" eqwptkgu" y jq" rctvkekrckvfg" kp" vjg" uwtxg{ u." cu" y gnm" cu" vjg" Gwtqrgcp" Wpkqp" *GW+." vjg" Qt icpk|cvkqp" hqt" Geqpq oke" Eq/ qrgtcvkkp" cpf" Fgxgnqr o gpv" *QGEF+." vjg" Wpkvfg" Pcvkqpu" Hkuecn" Chhcktu" Eq o okvvgg." vjg" Yqtnf" Dcpm." vjg" Kpvtgpcvkqpcn" Oqpgvct{ " Hwvf" *KOH+ " cpf" qvjgt" kpvtgugvfg" uvcmgjqnfgtu0⁴³"" Fcxkf" Twuugnm." eq/cwvjqt" qh" vjg" tgrqtv" uckf" ðkp" vjg" cdugpeg" qh" cp" cr rrtqrkcvg" dncpep" dgvyggp" tngxpww" cwvjqtckvku" cpf" vczrc{gtu." vjg" guugpvken" vtuv" tgswtgfg" hqt" ghkckgpv" cf o kpkuvtkvqp" qh" vjg" vcz" nc y u" yknn" eqpvkpwg" vq" dg" gtqfgfö." cpf" jg" jqrqu" vjku" ejctvgt" yknn" dgeq o g" c" ogejcpku o" vq" cfftguu" vjku" eqpegtp0⁴⁴"" Kv" yknn" dg" kpvtgugvki" vq" o qkvqt" jqy" vjg" tgrqtv" ku" tgegxgf" d{ " vjg" kpvtgpcvkqpcn" dqfkgu." cpf" y jgvjgt" cp{ "cevkkp" ku" vcmgp" vq" guvcdnkuj" kv" cu" kpvtgpcvkqpcn" i wkfgnkpgu" hqt" vjg" ftchvki" qh" ejctvgt" fqew o gpvu" dcugf" qp" vjku" fqew o gpv0""

Dghqtg" cpcn{ukpi" vjg" wughwnpguu" qh" gvjkeu" eqfgu" cpf" vczrc{gt" ejctvgtu." cpf" tgeq o ogpfkpi" gpjcpeg o gpvu." vjg" pgzv" ugevkkp" yknn" rtqxfkg" c" ecug" uvwf { "qh" Cwuvtnck" cpf" vjg" WM" y jq" dqj" jcxg" cp" gvjkeu" eqfg" cpf" vczrc{gt" ejctvgt0"" Vjgug" eqwptkgu" jcxg" dggp" eqqug" hqt" vjg" ecug" uvwf { "cu" vjg{ "jcxg" jcf" v y q" xgt{ " fkhhtgpv" gzrgtkgpegu" ykvj" c" vczrc{gt" ejctvgt0" " Cu" yknn" dg" fg o qpuvtcvgf." vjg" vczrc{gt" ejctvgt" kp" Cwuvtnck" jcu" rtqxfgf" uweeguuhn" d{ " qdlgevkg" o gcuwtgu." cpf" ku" eqpvkfgtgf" gzo rnt{ "kp" eqpvtkuv" vq" vjg" WM0" " Vjgug" fkhhtgpegu" yknn" rtqxfkg" eqpvzv" hqt" vjg" qxgtcm" fkuwuuqk" cu" vq" y jgvjgt" qt" pqv" vjg" fqew o gpvu" ctg" wughwn." cu" y gnm" cu" y jgp" tgeq o ogpfkpi" gpjcpeg o gpvu0""

Vjg" Cwuvtnckcp" cpf" WM" vcz" u{ uvgo u" u jctg" c" eq o o qp" ewnvtcn" vtc fvkqp" kp" o cp{ " y c{ u0" Vjg" fgxgnqr o gpv" qh" vjg" Cwuvtnckcp" vcz" u{ uvgo " y cu." chvgt" cmn." jgcxkn{ "kphnwpegf" d{ " vjcv" qh" vjg" :- o qvjgt" eqwpt{ 0⁴⁵"" Oqtg" tgegpvn{ ." vjg" WM" u{ uvgo " jcu" dggp" uvtqip n{ "kphnwpegf" d{ " Cwuvtnckcp" rtcevkegu." uwej" cu" vjg" guvcdnkuj o gpv" qh" vjg" gngvtpkpe" nqf i g o gpv" qh" vcz" tgvwtpu0" " I kxgp" vjg" enqugpguu" qh" vjg" v y q" lwtkfkevqpu." kv" ku" kpvtgugvki" vq" ugg" vjg" flxgt i gpeg" kp" cr rtqcejgu." rctvkeknctn{ "cv" vjg" ngxgn" qh" vjg" vczrc{gt" ejctvgt0"

³:"Kdkf0""

⁴²"Tc{ o qpf" Fqjgtv{ "=:Kpvtgpcvkqpcn"vcz"ejctvgt"rwdnkujgfø"Economic Voice"*qpnkpg+"35"Oc{"4235">" jwr<lly y y0geqpq okexqkeg0eq o l o qfgn/vczrc{gt/ ejctvgt/vq/rtq o qvg/ i tgcvtg/hcktpguu/kp/vczcvkqp/ cetquu/vjg/yqtnf172258;59%cz||4V SX{UvN|@0"

⁴³"Kdkf0""

⁴⁴:- Oqfgn"vczrc{gt"ejctvgt"vq"rtq o qvg" hcktpguu"kp"vczcvkqp"cetquu"vjg"yqtnf0."Step Journal"*qpnkpg+"35"Oc{ " 4235" >jwr<lly y y0uvgrlqwtpcn0qti lpgy ulpgyul o ckpauvt{ l o qfgnavczrc{gtaejctvgtavqartq o0curzAnkpm?pgy uajgcfnkpg@0"

⁴⁵"Uk o qp" Lc o gu." Vjc o tqpi ucm" Uxgvengnmvj" cpf" Dtkcp" Y tki jv." :- Vcz" Ejctvgtu." rgthqt o cpeg" kp fkecvqtu" cpf" vjg" ecug" hqt" c" o qtg" uvtcvg i ke" cr rtqcej" vq" vcz" cf o kpkuvtkvqp0*4229+"6" >jwru<lgtkelgzvgvt0celwmltgrqukvqt{l jcpfngl32258169677@0"

3.1

Vjg"Cwuvtnkcp"Vczcvkqp"Qhhkeg"*CVQ+"ku"uwdlgev"vq"dqvj"cp"gvjkeu"eqfg"cpf"vczrc{gt"ejctvgt0"Vjg"gvjkecn"htcogyqtm"ku"guvcdnkujgf"kp"vjg"Cwuvtnkcp"Rwdnke"Ugtxkeg"*CRU+"Xcnwgu"cpf"CRU"Eqfg"qh"Eqpfwev."yjkj"ctg"ugv"qvw"kp"ugevkqp"35"qh"vjg"Public Service Act 1999 *Evj+0"Vjku"gvjkeu"eqfg"crnkgu"vq"cmn"hgfgtcn"rwdnke"ugtxcpvu0"Vjg"Vczrc{gt"Ejctvgt."ftchvgf"kp"vjg"ncvg"3 ; ;2u."rtqxfgu"cu"ugv"qh"cfokpkuvtcvkxg"iwkfgnkpgu"qh"dguv"rtcevkqg"hqt"qhhkegtu"qh"vjg"CVQ0"Yjgp"kv"ycu"ftchvgf."c"ukipkhkecpv"pwodgt"qh"vczrc{gtu"ctiwgf"hqt"cjctvgt"gpujtkpgf"kp"ngikuncvkqp."dww"vjku"ycu"pqv"uwrrqtvgf"d{vjg"CVQ."yjkj"ftchvgf"vjg"Ejctvgt"kp"kvu"ewttgpv"uvcvg0⁴⁶"kp"dqvj"fqewogpvu."dgecwug"vjg"xcnwgu"ctg"rtkpekrrngu/dcugf."vjgkt"crnkcevkqp"kp"rctvkewnct"ektewouvcpegu"ku"odtqcfn{"wr"vq"vjg"qhhkegt"crnrn{kp"i"vjgo="dww"vjg"ctg"ucpevkqpu"hqt"hcckkpi"vq"eqphqt oö⁴⁷"

3.1.1 The APS Values and APS code of conduct (ethics codes)

Cwuvtnkcp"ku"pqvgf"cu"dgkpi"coqpiuv"vjg"htuv"qh"vjg"QGEF"eqwpvtkgu"vq"fgxgnqr"cp"gvjkecn"uvtwevwtg"vq"cuukuv"rwdnke"ugtxcpvu0"Vjg"Cwuvtnkcp"Public Service Act²⁶"eqpvckpu"c"engct"eqfg"qh"eqpfwev"hqt"cmn"rwdnke"ugtxcpvu."ykvj"vjg"ecrcekv{"hqt"cgpekgu"vq"uwrrngogp"vjg"eqfg⁴⁹"Vjg"mpqyngfig"coqpi"hgfgtcn"rwdnke"ugtxcpvu"qh"vjg"gvjkeu"eqfg"ku"vguvgf"cppwcm{"cpf."kp"ceeqtfcpeg"ykvj"vjg"Public Service Act

(APQ)

4.1

Go rktkecn"tgugtej"uvtqpin{"uwr rqtvu"vjg"pqvkqp"vjcv"gvjkeu"ecp"dg"vcw i j v⁸⁶"Dgecwug"qh"vjku."tgugtej"cnuq"ujqyu"vjcv"cp"gvjkecn"eqfg"y jke j"rgtuwcukxgn{"cfftguugu"vjg"tcpig"qh"cr rtqcejgu" c" rwdnke" ugtxcpv" wugu" vq" cpcn{ug" gvjkecn" swgukqpu" dgeq o gu" vjg" hqwpfcvkqp"hqt"cp"gvjkecn"rwdnke"ugtxkeg⁸⁷"Gvjkecn"gfweckqp"ykvj kp"vjg"rwdnke"ugtxkeg"ku" hct" oqtg" ghggevkg" kh" kv" ku" dcugf" qp" eqfgu" vjcv" ecp" dg" wpgtuvqqf" d{" cmn" rwdnke" ugtxcpvu⁸⁸" Y jgp" kpvtqfwekpi" c" eqfg" qh" eqpfwev." rctvkewnct" ectg" owuv" dg" vcmgp" vq" ceeqwpv"hqt"xcnwgu"vjcv"ctg"cntgcf{"gpvtgpejgf"kp"vjg g" s p\$cmg/ dg

hqt"gfweckqp"qh"rwdnke"ugtxcpvu"cu"ygnn"cu"vczrc{gtu"cpf"ecp"cuukuv"kp"iqxgtpogpv" tghqto."cu"ygnn"cu"cuukvki"fgxgnqrkpi"eqwpvtkgu"kp"vjg"vcpukvqp"vq" c" rwdnke" ugtxkeg⁹⁷"

Oquv"ko rqtvcvvn{."jqyngxg."ku"vjg"cdknkv{"qh" c"vczrc{gt"ejctvgt"vq"dgeqog"cu"o dqn"qh" c" rctvpgtjkr"dgvyggp"vczrc{gtu"cpf"vjg"tgxgpwg"cfokpkuvtcvqt⁹⁸"kv"ku"ko rquukdng"vq" eqpukfgt"vjcv"rctvkgu"kp"vjg"vcz"tgncvkqpujkr"ctg"qp"gswn"hqkvkpi="vjg"Uvcvg"wpfgpkcdn{" jcu" c" rqukvkqp"qh"rqygt⁹⁹"Cnvjqw i j"ngikuncvkvqp"igpgtcnn{"rtqxfgu"hq" xctkqwu"cr rgn" tqwvgu"cpf"uchgiwctfu."vjgug"ctg"qpn{"wughwn"kh"qpg"mpqyu"vjgo"cpf"ecp"ceeguu"vjgo⁹:" Qvjgtykug."c"ejctvgt"ku" c"pgeguuct{"rctv"qh" c" oqfgtp"vcz"u"uygo."c"engctn{"kfgpvkhkcdng" uvcvgogpv"cffgtguuki"vjg"dcncpeg"dgvyggp"vjg"rqygtu"ikxgp"vq"vjg"vcz"cwvjqtkv{"cpf" vjg"vczrc{gtou"tkijvu⁹:" Etwekcn{"kv"jgnru"vjg"vczrc{gt."rctvkewnctn{"vjqug"yjq"ctg" wptgrtgugpvvgf."hkp"vjgkt"tkijvu"cpf"cev"cu" c" fghgpeg."kh"pggfgf."cickpuv"cp"qxgtdgctkpi" vcz"cwvjqtkv{^{0:2}"Hwtvjgtoqtg."c"vczrc{gt"ejctvgt"rnc{u" c"mg{"tqng"kp"ugnh/cuuguuogpv"vcz" tgikogu."yjkej" tgo g c# _ "v\$ krurO/p p ru"qtk gzu0wp t

gŁqwtpcn"qh"Vcz"tgugcte j"

Gvjkeu'eqfgu"cpf"vczrc{gt"ejctvgtu"

pcvkqpcn" eqpvgzv" oc{ "pqv" yqtm" kp" cpqv jgt." cpf" vjcv" vjg" rwtrqug" cpf" eqpvgzv" qh" vjg"
fqewogpvu" ku" ftkxgp" d{ "lwtkufkevqpcn" rqnkvkeu." kv" ku" tgcuaqpcdnq" vq" eqpenwfg" vjcv" vjg"
Cwuvtcnkcp"gzrgtkgpeg"uwrrqtvu"vjku" rqukvkqp^{0:7}""K o rtqxkpi" xqnpvct{ "vcz"eq o rnkcpag"ku"
vjg" wnvk ocvg" qdlgevkg" hqt" cp{ "tgxgpwg" cf o kpkuvtcvkqp⁰" " Xqnpvct{ "eq o rnkcpag" ku"
guugpvkcn."cu"vjku"ku"vjg" o quv"equv"ghhgevkg"cpf"ghhkekgpv" o gvjqf"qh"vcz"eqmgevkgp⁰"Gtiq."

rwtrqug" qh" vjg" fqew o gpvu." cu" vjg{" ecp" qpn{" dg" fgxgnqrgf" ncdqtkqwun{" vjtqwi j" rtguetkdgf" ncy" c o g p f o g p v" e j c p p g n u 0 : 7 "" V j g" n g u u q p" o c {" c n u q" d g" f t c y p" h t q o" v j g" v c z r c { g t" e j c t v g t" k p" v j g" W M" v j c v" v j g" f q e w o g p v" p g g f u" v q" d g" e n g c t" v j c v" v c z r c { g t u" j c x g" q d n k i c v k q p u" c u" y g n n" c u" t k i j v u" g p u j t k p g f 0 "" C p q v j g t" u j q t v h c m n" q h" v c z r c { g t" e j c t v g t" i g p g t c m n {" k u" v j c v" v j g {" f q" p q v" c f f t g u u" j q y" v j g" t g x g p w g" c f o k p k u v t c v k q p" e c p" t g / g p i c i g" v c z r c { g t u" y j q" j c x g" d g e q o g" f k u c u u q e k e v g f" h t q o" v j g" v c z" u { u v g o 0 "" C f f t g u u k p i" v j k u" y q w n f" h w t v j g t" g p j c p e g" v j g" f q e w o g p v 0 ""

Qh"eqwtug."vjg"rtqdn g o u" y k v j k p" v j g" W M" t g x g p w g" c f o k p k u v t c v k q p" i q" h c t" d g { q p f" v j g" n c e m" q h" c p" g h h g e v k x g" g v j k e u" e q f g" c p f" v c z r c { g t" e j c t v g t" = " h c e v q t u" u w e j" c u" c o d k v k w u" K V" r t q i t c o u." u k i p k h k e c p v" t g u q w t e g" e w u" c p f" c" f g v t k o g p v c n" o c p c i g o g p v" e w n v w t g" c t g" t g e q i p k u g f" v q" j c x g" r n c { g f" c" u k i p k h k e c p v" t q n g 0 : 8 "" T g e g p v n {" c" t g r q t v" t g n g c u g f" d {" v j g" k p f g r g p f g p v" C f l w f k e c v q t" * v j g" f g" h c e v q" y c v e j f q i" v j c v" k p x g u v k i c v g u" v j g" y c {" v j c v" J O T E" u v c h h" j c p f n g" f k u r w v g u + " y c u" u e c v j k p i" k p" k v u" c r r t c k u c n" q h" v j g" r g t h q t o c p e g" q h" u v c h h" k p" v j g k t" f g e n k p i u" y k v j" v j g" r w d n k e 0 : 9 "" V j k u" u j q t v e q o k p i" k u" c w t k d w w g f" v q" v j g" o c u u k x g" k p e t g c u g" k p" e q o r n g z k v {" q h" v j g" v c z" u { u v g o" q x g t" v j g" r c u v" 3 7 {" g c t u 0 : "" P g x g t v j g n g u u." k v" k u" c t i w g f" v j c v" j c f" o q t g" g h h g e v k x g" f q e w o g p v u" d g g p" k p" r n c e g." v j g" u k v w c v k q p" o c {" p q v" j c x g" d g e q o g" u q" f k u v w t d k p i 0 "" H q t" g z c o r n g." g z r g e v c v k q p u" k p" t g n c v k q p" v q" o c p c i g o g p v" u v t w e v w t g" c p f" u v c p f c t f u." c p f" v j g" f g n k x g t {" q h" u g t x k e g u" v q" v j g" v c z r c { g t" y q w n f" j c x g" d g g p" e n g c t" c p f" y _ " U w x g t v

Pfqjk

gLqwtpcn"qh"Vcz"tgugcte j "

Gvjkeu'eqfgu'cpf"vczrc{gt"ejctvgtu"

k o rcev"qp"pqv"qpn{"vjg"kpvgtpcn"qrgtcvkqpu"qh"vjg"CVQ."dww"vjg"ngxgnu"qh"vtwuv"ykvj"kp"
vjg"eq o owpkv{"cu"ygnm0" Cnvjqwi j "vjg"gvjkeu"eqfg"kp"vjg"WM"jcu"vq"uq o g"gzvgpv"jcf"
uk o knct"tguwnvu"*cnvjqwi j "vjg"ku"egtvckpn{"tqq o "hqt"ko rtqxo ggpv+."vjg"uc o g"ecppqv"dg"
uckf"qh"kvu"vczrc{gt"ejctvgt0" Pgxgtvjgnguu."eqfgu"cpf"vczrc{gt"ejctvgtu"ecp"jcxg" c"
ncuvkpi "k o rcev"qp"vjg"ewvwtg"qh"vjg"qti cpkucvkqp."cpf"vczrc{gtu0³²²" Cu"uwej."vjg{"ctg"
wughwn"fqew o gpvu."kpetgcukpi{"vjg"eqtpgtuvqpg"qh" c" o qfgtp"vcz"u{uvg o "y jkej" jgnru"kp"

g w c " k o j\$ d g t O
cpf6 j c k o \$ d "

gŁqwtpcn"qh"Vcz"Tgugcte j"

Gvjkeu'eqfgu"cpf"vczrc{gt"ejctvgtu"

Cwfvqt" I gpgtcn":Vczrc{gtuø"Ejctvgt<"Cwvvtcnkcp"Vczcvkqp"Qhhkegø"*Cwfvk"Tgrqtv"Pq"3;0"4226 27+"

Cwvvtcnkcp" Pcvkqpcn" Cwfvk" Qhhkeg" ÷Vczrc{gtuø" ejctvgt" ô " hqmqy" wr" cwfvkø" *Cwfvk" Tgrqtv" Pq062" 4229 2:+"

Cwvvtcnkcp"Rwdnke"Ugtxkeg"Eqo o kuukqp." :Go rnq{gg"uwtxg{ "tguwnvu"ó"uvcvg"qh"vjg"ugtxkeg"ugtkgu"4232 33ø" *46"Pqxo dgt"4233+"6"

>jwr<ll y y0crue0iqx0cwl aafcvclcuugvulr fhahkg|223:17;35|g o rnq{gguwtxg{0r fh@"

Cwvvtcnkcp" Rwdnke" Ugtxkeg" Eqo o kuukqp."

"

"

gŁqwtpcn"qh"Vcz"Ŧgugcteĵ"

Gvjkeu'eqfgu"cpf"vczrc{gt"ejctvgtu"

"

"

"

gŁqwtpcn"qh"Vcz"Ŧgugcteĵ"

Gvjkeu'eqfgu"cpf"vczrc{gt"ejctvgtu"

"