



INFORMATION PACK

EMPLOYMENT AT THE CORRUPTION AND CRIME COMMISSION (CCC)

OUR ROLE

The CCC has, as its key purpose:

to improve continuously the integrity of, and to reduce the incidence of misconduct in, the public sector (Corruption, Crime and Misconduct Act 2003, s.7A(b))

The CCC exists within the Public Sector to give the Western Australian community confidence that public officers act in the public interest and not for self-interest.

The CCC has responsibility for assessing all allegations of serious misconduct within the Public Sector; and ensuring they are appropriately dealt with by the CCC, an appropriate agency or the referring public organisation.

The CCC also has responsibility to help with the prevention of police misconduct. This includes assessing and reviewing any misconduct by WA Police.

Working with the Public Sector Commission, the CCC also has an important role in assisting Public Sector Agencies to manage their corruption and misconduct risks.

CCC WORKFORCE

A small, dynamic and agile workforce of 129 positions, with plans to relocate to a newly designed and more collaborative work environment in the Perth CBD in late 2017.

The CCC has new leadership under the guidance of Commissioner John McKechnie and Chief Executive Ray Warnes, both appointed in 2015. With an organisational focus on combating corruption within a large jurisdiction that covers the state public sector, WA Police, local government authorities and universities.

CCC employees are appointed for a term of up to five years on a fixed term contract basis and provided with mentoring, coaching and development opportunities during the term of their appointment. Work is currently in progress to establish a new learning and development framework which will ensure the development needs of all our people are well managed.



Prior to the cessation of an employee's contract there may be an option to reapply for a further five year contract, based on merit, if that role is still required. If you are a Western Australian permanent public servant, employed under Part 3 of the *Public Sector Management Act 1994* immediately prior to your appointment to the CCC, you will retain the rights and entitlements of a permanent officer. Almost a third of the CCC's workforce currently have 'right of return' to the public sector which they are entitled to exercise at any time.

The CCC's Corporate Executive is comprised of the Chief Executive and four Directors, two of whom are female and representative of a predominantly female workforce.

Flexible work options are available upon request, with terms and conditions of employment that are, in general, aligned to the broader public sector entitlements.


ELIGIBILITY FOR EMPLOYMENT

We recognise that to achieve our key purpose *to improve continuously the integrity of, and to reduce the incidence of misconduct in the public sector*, we must recruit the right people.

The CCC employs people who place a high value on integrity and operate with a sense of community and purpose; people who want to contribute across the CCC. With this in mind, we need to ensure that we have the right people, with the right skills, both now and for the future.

To be eligible for employment at the CCC you must satisfy the following requirements.

- ✓ Be an Australian Citizen or be immediately eligible for Australian Citizenship.
- ✓ Undergo stringent security vetting to further determine suitability for employment by the CCC. (This includes assessment of your probity, financial position and any circumstances that may conflict with employment by the CCC.)
- ✓ Job related qualifications (in some circumstances).
- ✓ Employment history checks.

For further details please click on this [link](#) 



EMPLOYEE BENEFITS

The CCC strives to provide a work environment that is collegiate, flexible and focused on achieving valuable outcomes for the organisation and the community of Western Australia. Benefits provided to employees include:

- ✓ An established Wellness Program that seeks to promote and support the physical and emotional health of employees.
- ✓ Positive efforts to find ways to help employees balance the demands of work and home through flexible work options.
- ✓ Access to study scholarships and sponsored qualifications.
- ✓ A range of opportunities to develop the leadership potential in all of our people.
- ✓ Active and open internal communication.
- ✓ A range of opportunities for employees to apply their knowledge within and around their formal roles.
- ✓ Monthly whole of Commission briefings with the Commissioner and Chief Executive.
- ✓ Active social club.
- ✓ Recognition Programme.
- ✓ Career Management.


GENERAL CONDITIONS OF EMPLOYMENT

Employment at the CCC is through a merit-based selection process combined with a stringent security vetting process.

The CCC recruits employees pursuant to the CCM Act. Employment is offered on a fixed term basis for a negotiated period of up to five years. Prior to the cessation of an employee's contract there may be an option to reapply for a further five year contract, based on merit, if that role is still required.

Further information is provided covering:

- ✓ Probationary period
- ✓ Remuneration
- ✓ Superannuation
- ✓ Salary packaging
- ✓ Leave entitlements

For further details click on this [link](#) 



KEY BEHAVIOURS FOR COMMISSION EMPLOYEES

1. **Mobility and flexibility**

We are willing and capable to lead groups (not relying on formal authority) and work collaboratively within teams and across “organisational boundaries” to achieve shared Commission outcomes.

2. **Fit for purpose**

We ensure a “fit for purpose” outcome and approach through shared understandings.

3. **Leadership**

We will be the best we can be and inspire others to achieve the purpose and outcomes of the Commission.

4. **Relationships**

To achieve our outcomes, we develop and harness professional, constructive relationships.

5. **Teamwork**

Teamwork is fundamental to the achievement of Commission outcomes. We exhibit teamwork by:

- recognising our individual and collective responsibilities and working collaboratively, flexibly and safely;
- valuing our colleagues skills and abilities;
- investing in diverse and flexible work groups; and
- trusting each other to participate and contribute to the best of our ability.