

## OPP Gifts, Benefits and Hospitality Policy

## Quick reference

<b>Overview</b>	<p>This policy states the OPP's position on:</p> <ul style="list-style-type: none"><li>• responding to offers of gifts, benefits and hospitality; and</li><li>• providing gifts, benefits and hospitality.</li></ul> <p>This policy is intended to support individuals and the OPP to avoid conflicts of interest and maintain high levels of integrity and public trust.</p> <p>The OPP has issued this policy to support behaviour consistent with the Code of Conduct for Victorian Public Sector employees (the Code). All employees are required under clause 1.2 of the Code to comply with this policy.</p>
<b>Scope</b>	<p>All OPP employees, contractors, consultants and any individuals or groups undertaking activity for or on behalf of the OPP.</p>
<b>Summary</b>	<p>While you are working for us, there may be situations where someone offers you a gift, benefit or hospitality.</p> <p>You must never encourage or ask for gifts, benefits or hospitality. You must not accept any offer that is made in situations where there is a real or potential risk of compromise or conflict of interest.</p> <p>If unsure about responding to an offer of a gift or benefit, you should seek advice from your manager.</p>

## Contents

<b>Quick reference</b>	<b>1</b>
<b>Contents</b>	<b>2</b>
<b>Your responsibilities</b>	<b>4</b>
Employee	4
Managers/Managing Principal Solicitor (MPS)	4
Solicitor for Public Prosecutions	4
Finance	4
<b>Full policy</b>	<b>5</b>
Principles	5
Minimum accountabilities	5
Receiving offers of gifts, benefits and hospitality	6
Token offers	6
Non Token Offers	6
Requirement for refusing token and non-token offers	6
Table 1. GIFT test	7
Requirements for accepting non-token offers	8
Recording non-token offers of gifts, benefits and hospitality	8
Process to declare gifts, benefits and hospitality and reporting	9
Ownership of gifts offered to individuals	9
Providing gifts, benefits and hospitality	9
Requirements for providing gifts, benefits and hospitality	9
Table 2. HOST test	10
Containing costs	10
Costs for working meals	11
Provision of alcohol	11
Staff Social Function	11
Fringe Benefits Tax	12
Breaches	12

Speak up	12
Schedule A	13
Minimum accountabilities issued by the VPSC	13
Supporting details	16
Definitions	16
More information	18
Control	18
History	19

## Your responsibilities

<b>Employee</b>	<ul style="list-style-type: none"> <li>• Take care and comply with this policy.</li> <li>• Do not encourage or ask for gifts, benefits or hospitality.</li> <li>• If unsure what to do, check with your manager.</li> <li>• Report to your Manager and the Solicitor for Public Prosecutions when someone makes an offer that you believe is an attempt to bribe you or to encourage you to give that person special treatment.</li> </ul>
<b>Managers/Managing Principal Solicitor (MPS)</b>	<ul style="list-style-type: none"> <li>• Help employees work out whether they can accept a gift or benefit and promptly reply to their queries about any offers they get or gifts they receive.</li> <li>• Encourage an environment where employees: <ul style="list-style-type: none"> <li>- can raise their concerns</li> <li>- know their queries will be taken seriously, and</li> <li>- have a safe and effective way to report ethical issues.</li> </ul> </li> <li>• Report all bribes that are offered to your employees to the Solicitor for Public Prosecutions.</li> <li>• Get approval from the appropriate delegate as required.</li> </ul>
<b>Solicitor for Public Prosecutions</b>	<ul style="list-style-type: none"> <li>• Ensure the OPP fulfills its obligations under the minimum accountabilities set out in Appendix A.</li> <li>• Report any offers of bribes or inducements (criminal or corrupt conduct) to Victoria Police or the Independent Broad-based Anti-Corruption Commission.</li> </ul>
<b>Finance</b>	<ul style="list-style-type: none"> <li>• Regularly review the policy to make sure it adequately addresses and clarifies any issues about gifts, benefits and hospitality.</li> <li>• Communicate the policy and create awareness about it including what happens if employees don't comply.</li> <li>• Maintain the OPP gifts, benefits and hospitality register and ensure this is published on the OPP's website.</li> </ul>

## Full policy

### Principles

This policy has been developed in accordance with requirements outlined in the minimum accountabilities for managing gifts, benefits and hospitality issued by the Victorian Public Sector Commission (see minimum accountabilities section below).

The OPP is committed to and will uphold the following principles in applying this policy:

**Public interest:** individuals have a duty to place the public interest above their private interests when carrying out their official functions. They will not accept gifts, benefits or hospitality that could raise a perception of, or actual, bias or preferential treatment. Individuals do not accept offers from those about whom they are likely to make business decisions.

**Accountability:** individuals are accountable for:

- declaring all non-token offers of gifts, benefits and hospitality;
- declining non-token offers of gifts, benefits and hospitality, or where an exception applies under this policy, seeking approval to accept the offer; and
- the responsible provision of gifts, benefits and hospitality.

Individuals with direct reports are accountable for overseeing management of their direct reports' acceptance or refusal of non-token gifts, benefits and hospitality, modelling good practice and promoting awareness of gifts, benefits and hospitality policies and processes.

**Risk-based approach:** the OPP, through its policies, processes and audit committee, will ensure gifts, benefits and hospitality risks are appropriately assessed and managed. Individuals with direct reports will ensure they are aware of the risks inherent in their team's work and functions and monitor the risks to which their direct reports are exposed.

**Moving to 'thanks is enough':** - the OPP encourages a culture of 'thanks is enough', even in situations where offers are permitted under this policy.

### Minimum accountabilities

The Victorian Public Sector Commission (VPSC) has set binding minimum accountabilities for the appropriate management of gifts, benefit and hospitality. These can be found at **Schedule A**.

This policy is based on the minimum accountabilities.

## Receiving offers of gifts, benefits and hospitality

This section sets out the process for accepting, declining and recording offers of gifts, benefits and hospitality. Any exceptions to this process must have the prior written approval of the Solicitor for Public Prosecutions.

### Token offers

A token offer is an offer of a gift, benefit or hospitality that is of inconsequential or trivial value to both the person making the offer and the individual. It may include promotional items such as pens and note pads, and modest hospitality which would be considered a basic courtesy, such as light refreshments offered during a meeting.

Whilst the primary determinant of a token offer is that it would not be reasonably perceived within or outside the organisation as influencing an individual raising an actual, potential or perceived conflict of interest, it cannot be worth more than \$50. If token offers are made often by the same person or organisation, the cumulative value of the offers, or the perception that they may influence the recipient, may result in the offers becoming non-token.

Individuals may accept token offers of gifts, benefits and hospitality without approval or declaring the offer on the OPP Gifts, Benefits and Hospitality register.

However, individuals are to refuse all offers made:

- by a current or prospective supplier; or
- made during a procurement or tender process by a person or organisation involved in the process.

### Non Token Offers

A non-token offer is an offer valued at \$50 or more.

### Requirement for refusing token and non-token offers

Individuals should consider the [GIFT test](#) at Table 1 and the requirements below to help respond to a non-token offer.

Individuals are to refuse non-token offers:

- likely to influence them, or be perceived to influence them, in the course of their duties or raise an actual, potential or perceived conflict of interest;
- by a person or organisation about which they will likely make a decision (also applies to processes involving grants, sponsorship, regulation, enforcement or licensing);
- likely to be a bribe or inducement to make a decision or act in a particular way;
- that extend to their relatives or friends;
- with no legitimate business benefit;

- of money, or used in a similar way to money, or something easily converted to money (e.g. gift voucher);
- where, in relation to hospitality and events, the organisation will already be sufficiently represented to meet its business needs [organisations may specify how the number of employees attending an event will be limited under their policy];
- where acceptance could be perceived as endorsement of a product or service, or acceptance would unfairly advantage the sponsor in future procurement decisions;
- repeat offers or multiple offers from the same person, group or organisation where their combined effect can reasonably be seen as adding to a conflict of interest.
- made by a person or organisation with a primary purpose to lobby Ministers, Members of Parliament or public sector agencies; and
- made in secret.

If an individual considers they have been offered a bribe or inducement, the offer must be reported to the Solicitor for Public Prosecutions or their delegate (who should report any criminal or corrupt conduct to Victoria Police or the Independent Broad-based Anti-Corruption Commission).

Table 1. GIFT test

<b>G</b>	<b>Giver</b>	<b>Who is providing the gift, benefit or hospitality and what is their relationship to me?</b>  Does my role require me to select contractors, award grants, regulate industries or determine government policies? Could the person or organisation benefit from a decision I make?
<b>I</b>	<b>Influence</b>	<b>Are they seeking to gain an advantage or influence my decisions or actions?</b>  Has the gift, benefit or hospitality been offered to me publicly or privately? Is it a courtesy or a token of appreciation or valuable non-token offer? Does its timing coincide with a decision I am about to make or endorse a product or service?
<b>F</b>	<b>Favour</b>	<b>Are they seeking a favour in return for the gift, benefit or hospitality?</b>  Has the gift, benefit or hospitality been offered honestly? Has the person or organisation made several offers over the last 12 months?  Would accepting it create an obligation to return a favour?
<b>T</b>	<b>Trust</b>	<b>Would accepting the gift, benefit or hospitality diminish public trust?</b>



		How would the public view acceptance of this gift, benefit or hospitality? What would my colleagues, family, friends or associates think?
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### Requirements for accepting non-token offers

There will be some exceptions where there is a legitimate business reason for accepting a non-token offer. All accepted non-token offers must be approved in writing by the individual's manager or organisational delegate, recorded in the gifts, benefits and hospitality register and be consistent with the following requirements:

- it does not raise an actual, potential or perceived conflict of interest or have the potential to bring the individual, the OPP or the public sector into disrepute (the 'GIFT' test at Table 1 is a good reminder of what to think about in making this assessment); and
- there is a legitimate business reason for acceptance. It is offered in the course of the individual's official duties, relates to the individual's responsibilities and has a benefit to the OPP, public sector or the State.

Individuals may be offered a gift or hospitality where there is no opportunity to seek written approval from their manager prior to accepting. For example, they may be offered a wrapped gift that they later identify as being a non-token gift, such as a gift from an international delegation that does not present a conflict of interest. In these cases, the individual must seek approval from their manager within five business days.

### Recording non-token offers of gifts, benefits and hospitality

All non-token offers, whether accepted or declined, must be recorded in the OPP's Gifts, Benefits and Hospitality Register. The business reason for accepting the non-token offer must be recorded in the register and provide sufficient detail to link the acceptance to the individual's work functions and benefit to the OPP, public sector or State.

Individuals should consider the following examples of acceptable and unacceptable levels of detail to be included in the OPP's register when recording the business reason:

**Unacceptable:** "Networking"

"Maintaining stakeholder relationships"

**Acceptable:** "Individual is responsible for evaluating and reporting outcomes of the OPP's sponsorship of Event A. Individual attended Event A in an official capacity and reported back to the OPP on the event."

"Individual presented to a visiting international delegation. The delegation presented the Individual with a cultural item worth an estimated \$200. Declining the gift would have caused offence. The Gift was accepted, written approval was subsequently obtained for the gift, which became the OPP's property."

## Process to declare gifts, benefits and hospitality and reporting

If you receive a gift, benefit or hospitality which requires approval, please complete the *Hospitality and Gifts Notification Form* and provide it to the authorised delegate for approval.

The completed form is to be scanned and forwarded via email to Finance for inclusion on the OPP's Gifts, Benefits and Hospitality Register.

The OPP's Audit Committee will receive a report from Finance annually on the administration and compliance of the gifts, benefits and hospitality policy, processes and maintenance of the register. The report may include analysis of OPP's gifts, benefits and hospitality risks (including multiple offers from the same source and offers from business associates), risk mitigation measures and any proposed improvements.

If a gift becomes OPP property, Finance will record details on the Portable and Attractive Register (less than \$5,000) or Asset Register (greater than \$5,000).

## Ownership of gifts offered to individuals

Non-token gifts accepted by an individual for their work or contribution may be retained by the individual where their manager or organisational delegate has provided written approval.

Employees must transfer to the OPP official gifts or any gift of cultural significance or significant value (over \$50).

Generally, you must not accept a gift voucher. However there may be exceptional circumstances where, for cultural or protocol reasons, it would not be appropriate to decline the gift. In these circumstances you must seek the Solicitor for Public Prosecution's approval to retain a gift voucher of any denomination.

## Providing gifts, benefits and hospitality

This section sets out the requirements for providing gifts, benefits and hospitality.

### Requirements for providing gifts, benefits and hospitality

Gifts, benefits and hospitality may be provided to welcome guests, facilitate the development of business relationships, further public sector business outcomes and to celebrate achievements.

When deciding whether to provide gifts, benefits or hospitality or the type of gift, benefit or hospitality to provide, individuals must ensure:

- any gift, benefit or hospitality is provided for a business reason in that it furthers the conduct of official business or other legitimate organisational

goals, or promotes and supports government policy objectives and priorities;

- that any costs are proportionate to the benefits obtained for the State, and would be considered reasonable in terms of community expectations (the '**HOST**' test at Table 2 is a good reminder of what to think about in making this assessment); and
- it does not raise an actual, potential or perceived conflict of interest.

Table 2. HOST test

<b>H</b>	<b>Hospitality</b>	<b>To whom is the gift or hospitality being provided?</b> Will recipients be external business partners, or individuals of the host organisation?
<b>O</b>	<b>Objectives</b>	<b>For what purpose will hospitality be provided?</b> Is the hospitality being provided to further the conduct of official business? Will it promote and support government policy objectives and priorities? Will it contribute to staff wellbeing and workplace satisfaction?
<b>S</b>	<b>Spend</b>	<b>Will public funds be spent?</b> What type of hospitality will be provided? Will it be modest or expensive, and will alcohol be provided as a courtesy or an indulgence? Will the costs incurred be proportionate to the benefits obtained?
<b>T</b>	<b>Trust</b>	<b>Will public trust be enhanced or diminished?</b> Could you publicly explain the rationale for providing the gift or hospitality? Will the event be conducted in a manner which upholds the reputation of the public sector? Have records in relation to the gift or hospitality been kept in accordance with reporting and recording procedures?

## Containing costs

Individuals should contain costs involved in the provision of gifts, benefits and hospitality wherever possible.

The following questions may be useful to assist individuals to decide the type of gift, benefit or hospitality to provide:

- Will the cost of providing the gift, benefit or hospitality be proportionate to the potential benefits?
- Is an external venue necessary or does the organisation have facilities to host the event?

- Is the proposed catering or hospitality proportionate to the number of attendees?
- Does the size of the event and number of attendees align with intended outcomes?
- Will providing the gift, benefit or hospitality be viewed by the public as excessive?

### Costs for working meals

We cover reasonable costs to provide working meals as long as it is approved by one of the following financial delegates: Solicitor for Public Prosecutions, Executive Directors – Legal Practice or Executive Director – Corporate Services. the meal is organised to discuss official business with visitors, or

- a scheduled meeting continues through a normal meal break and there are advantages in keeping the meeting going.

Working meals should normally be held at the work meeting location and costs should be reasonable.

### Provision of alcohol

Decisions relating to the provision of alcohol must be made on a case by case basis. The following must be observed where alcohol is to be served at a work related event:

- Compliance with the *Occupational Health and Safety Act 2004*, the *Liquor Control Reform Act 1998*, the Code of Conduct for Victorian Public Sector Employees and OPP Policies.
- Events should be held at a time which minimises the risk of OPP staff returning to work impaired by alcohol
- The provision of alcohol should be incidental to the overall level of hospitality provided.

### Staff Social Function

A staff social function may be organised for certain times in the year (e.g. Christmas, special event) to celebrate achievements, increase staff morale or promote staff well-being and develop staff working relationships. Staff social functions can be held on the premises or at another venue.

Staff social function requires the approval of the Solicitor for Public Prosecutions prior to organising such an event.

## Fringe Benefits Tax

Hospitality costs may be subject to Fringe Benefits Tax (FBT) if you provide non-working meals and drinks, and staff social function. You should try to minimise FBT liability. Before you incur an expense relating to hospitality, confirm with the Finance Manager whether FBT applies.

## Breaches

Disciplinary action consistent with the relevant industrial instrument and legislation, including dismissal, may be taken where an individual fails to adhere to this policy. This includes where an individual fails to avoid wherever possible or identify, declare and manage a conflict of interest related to gifts, benefits and hospitality in accordance with the OPP's Conflict of Interest policy.

Actions inconsistent with this policy may constitute misconduct under the *Public Administration Act* 2004, which includes:

- breaches of the binding Code of Conduct for Victorian Public Sector employees, such as sections of the Code covering conflict of interest (section 3.7), public trust (section 3.9) and gifts and benefits (section 4.2); and
- individuals making improper use of their position.

For further information on managing breaches of this policy, please contact the Manager Finance.

The OPP will communicate its policy on the offering and provision of gifts, benefits and hospitality to contractors, consultants and other business associates. Those identified as acting inconsistently with this policy may be subject to contract re-negotiation, including termination.

## Speak up

Individuals who consider that gifts, benefits and hospitality or conflict of interest within the OPP may not have been declared or is not being appropriately managed should speak up and notify their manager or the Manager Finance.

The OPP will take decisive action, including possible disciplinary action, against individuals who discriminate against or victimise those who speak up in good faith.

## Schedule A

### Minimum accountabilities issued by the VPSC

#### Receiving offers of gifts, benefits and hospitality

##### Minimum Accountability 1- Do not solicit offers

You must not seek any gift, benefit or hospitality, for yourself or others, if the offer could reasonably be seen as connected to your employment.

##### Minimum Accountability 2 - Offers you must refuse

You must always refuse a gift, benefit, or hospitality (token or not token) if any of the following apply

1. **Money or similar** – you must refuse the offer if it is money, used in a similar way to money, or easily converted to money.
2. **Conflict of interest** – you must refuse the offer if it gives rise to a conflict of interest (actual, potential or perceived). This means you must refuse the offer if it could influence, or reasonably be seen to influence, how you perform your public duties.
3. **Public Trust** – you must refuse the offer if it could compromise the public's trust that you will perform your public duties in an impartial manner or the public's trust in the impartiality of your organisation or the public sector.
4. **Community expectations** – you must refuse it if it is not inconsistent with community expectations.
5. **Bribes** - you must refuse the offer if it could reasonably be seen as a bribe or other inducement. Report the offer to the head of your public sector organisation or their delegate (who should report any criminal or corrupt conduct to Victoria Police or the Independent Broad-based Anti-Corruption Commission).
6. **Legitimate business reason** – non token offers – Even if the offer complies with all the other requirements above, you must refuse a non-token offer unless there is a legitimate business reason to accept it. The offer must further the conduct of official business or other legitimate goals of your organisation, the public sector or the State.

##### Minimum Accountability 3 - Declare all non-token offers if you receive a non-token offer (valued at \$50 or more), you must:

- declare the offer in writing, even if you refuse it
- always refuse the offer unless it complies with the minimum accountability 2 and you have approval as set out in your organisation's policy.

The offer and outcome will be recorded on the organisation's official internal register and in the public register

## Providing gifts, benefits and hospitality

**Minimum Accountability 4 – business purpose** - you must ensure that any gift, benefit and hospitality (token or non-token) you provide on behalf of your organisation is provided for a business purpose in that it:

- furthers the conduct of official business or other legitimate organisational goals, or
- promotes and supports government policy objectives and priorities.

**Minimum Accountability 5 – cost and community expectations** - you must ensure that the cost of providing a gift, benefit or hospitality is:

- proportionate to the benefits obtained for the State
- would be considered reasonable in terms of community expectations

**Minimum Accountability 6 – conflicts of interest** - you must ensure that you do not provide a gift, benefit or hospitality unless

- no conflict of interest exists (actual, potential or perceived); or
- you declare a conflict and your organisation develops a management plan that explicitly allows you to provide it.

**Minimum Accountability 7 – behaviour** - you must ensure that when hospitality is provided, participants:

- demonstrate professionalism in their conduct
- uphold their obligation to extend a duty of care to other participants

If you are a participant who is accepting hospitality, you must also comply with these standards.

**Minimum Accountability 8 – culture and good practice** - you must model good practice and foster a culture of integrity.

**Minimum Accountability 9 – policies and processes** - you must establish, implement and review organisational policies and processes for the effective management of gifts, benefits and hospitality.

Your organisation's policy must comprehensively address the minimum accountabilities.

**Minimum accountability 10 – communicating to employees** – you must ensure that your organisation's policy and related processes are communicated effectively to employees.

**Minimum accountability 11 – communicating to business associates** – you must ensure that a clear policy position is established and communicated to business associates on the offering of gifts, benefits and hospitality to employees, including the possible repercussions for a business associate acting contrary to the organisation's policy position. The information provided to (potential) suppliers should include:

- what constitutes a gift, benefit or hospitality
- the organisation's policy
- that the organisation discourages the making of offers
- any whole of Victorian Government supplier codes of conduct.

**Minimum accountability 12 – reports to audit committee** – you must report at least annually to the organisation's audit committee on the administration and quality of its gifts, benefits and hospitality policy, processes and internal register.

This report must include a copy of the internal register, analysis of the organisation's gifts, benefits and hospitality risks (including repeat offers from the same source and offers from business associates), risk mitigation measures and any proposed improvements.

**Minimum accountability 13 – internal register** – you must ensure that an official internal register of non-token gifts, benefits and hospitality offered to employees is established and maintained.

**Minimum accountability 14 – publishing organisation's policy and the public register** -you must ensure that the following documents are available to the public:

- your organisation's gifts, benefit and hospitality policy
- the public register of reportable gift offers received

If your organisation has an external website the policy and public register must be published on it. If no public website exists, other reasonable arrangements must be made to ensure the information is available to the public.

The public register should cover the previous financial year and be published within four months of each new financial year.

The public register must at a minimum contain the following reportable information:

- all non-token offers, whether they were accepted or not
- the date each non-token offer was made
- the position of the recipient
- the position and organisation of the person making each offer
- where possible, whether the offeror is a business associate of the organisation
- a description of each offer and its value
- whether the offer was accepted or declined.
- if accepted, the business reason for doing so.



## Supporting details

### Definitions

<b>Appropriate decision maker</b>	The person with the appropriate authority under the Financial Authorisation/Delegations
<b>Benefits</b>	Preferential treatment, privileged access, favours or other advantage offered to an individual. This may include invitations to sporting, cultural or social events, access to discounts and loyalty programs, and promises of a new job.
<b>Conflicts of interest</b>	A conflict of interest exists if you have a private interest that could influence, or reasonably be seen to influence, how you perform your public duties. The conflict may be actual, potential or perceived. If a conflict of interest exists, our Conflict of Interest policy will also apply.
<b>Fundraising</b>	Raising money in a way that does not breach the minimum accountabilities because it occurs under a fundraising policy that is consistent with relevant law, government policy and codes of conduct issued by the VPSC.
<b>Gifts</b>	<p>Items or services that are free, discounted, or would generally be seen by the public as a gift.</p> <p>For example: items such as vouchers, gift cards, artwork, chocolates or flowers; services such as car repair.</p> <p>The monetary value of a gift is the estimated monetary value of the item if it were not being provided either free or discounted. Remember that gift cards and vouchers must be treated the same as money under the minimum accountabilities.</p>
<b>Hospitality</b>	The friendly reception and entertainment of guests. Hospitality may range from light refreshments at a work function or meeting to expensive restaurant meals and sponsored travel and accommodation.
<b>Legitimate business benefit</b>	Gifts, benefits and hospitality accepted or provided for a business purpose, in that it furthers the conduct of official business or other legitimate goals of the organisation, public sector or State.
<b>Non-token offer</b>	All offers of \$50 or more.

<b>Official gifts and items</b>	<p>Official gifts and items include:</p> <ul style="list-style-type: none"> <li>• official gifts</li> <li>• official items (items with cultural, ceremonial, religious, historic, or other significance)</li> </ul> <p>Sometimes accepted or given on behalf of our organisation as part of business with official delegates or representatives of a community group, organisation, or government.</p>
<b>Internal Register</b>	<p>The official record of all declarable offers of gifts, benefits and hospitality made to our employees or organisation, whether accepted or declined.</p>
<b>Public Register</b>	<p>The official record of information made public from our organisation's internal register. It is published online on OPP's external website.</p>
<b>Token offer</b>	<p>The offer is worth less than \$50.</p>

## More information

<b>Legislation and references</b>	<ul style="list-style-type: none"> <li>• <a href="#">Crimes Act 1958 (Vic)</a></li> <li>• <a href="#">Liquor Control Reform Act 1998 (Vic)</a></li> <li>• <a href="#">Occupational Health and Safety Act 2004 (Vic)</a></li> <li>• <a href="#">Public Administration Act 2004 (Vic)</a></li> <li>• <a href="#">Financial Management Act</a></li> <li>• <a href="#">Standing Directions 2018</a></li> <li>• <a href="#">Code of Conduct for Victorian Public Sector Employees</a></li> <li>• <a href="#">Financial Authorisation/Delegations</a></li> <li>• <a href="#">Gifts, Benefits and Hospitality Policy Framework - VPSC</a></li> </ul>
<b>Related Policies</b>	<ul style="list-style-type: none"> <li>• <a href="#">Conduct and Behaviour</a></li> <li>• <a href="#">Conflicts of Interest and Outside Employment</a></li> <li>• <a href="#">Expenditure</a></li> </ul>
<b>Tools</b>	<ul style="list-style-type: none"> <li>• Hospitality and Gifts Notification Form</li> <li>• Gifts, Benefits and Hospitality Register</li> </ul>

## Control

<b>Date approved</b>	3 April 2017
<b>Date effective</b>	10 April 2017
<b>Review schedule</b>	This policy is subject to biennial review (reviewed on 30 May 2025)
<b>Document prepared by</b>	Manager, Finance
<b>Document owner</b>	Executive Director, Corporate Services

## History

Document owner	Date	Revised by	Changes made
Human Resources	August 2015	Michaelia Jenkins, ER & Policy Specialist	Content review Policy links and VPSC links updated.
	March 2017	Michaelia Jenkins, ER & Policy Specialist	Content review. Updated to reflect new VPSC framework.
	November 2020	Rachel Douglas-Lenders Senior HR Business Partner	Content Review.
	May 2025	Manager, Finance	Amended to align with updates to the VPSC framework