

The mining sector and the NSW communities we serve have a legitimate expectation that Resources Regulator employees are fit and proper persons to regulate the mining and petroleum industries and meet necessary standards of personal integrity. Our internal integrity programs proactively prevent and manage risks and build trust and confidence in our integrity.



## Integrity Clearance Program

**Purpose:** A sector- and function-specific risk-based control that seeks to identify risks across a common set of measures of personal integrity with the intent to mitigate any risks that are identified.

**How?** Robust integrity screening of potential candidates and triggered and periodic re-screening of all staff and senior executives. All Resources Regulator staff and senior executives must hold a current integrity clearance.

**Policy:**  
[Integrity clearance](#)



## Personal Interests Program

**Purpose:** Ongoing declaration, monitoring and mitigation of potential conflicts of interest, particularly employees' financial interests and relationships with key stakeholders within the mining sector.

**How?** Regular analysis of all staff interest declarations to identify and remedy gaps in sufficiency and adequacy of declarations and management strategies. Mandatory declaration of all financial shares (and prohibition of substantial shareholdings) held in mining-related companies operating in NSW.

**Policy:**  
[Pecuniary interests in the regulated sector](#)



## Integrity Capability Program

**Purpose:** A capability program of targeted education and continuous development for staff to identify, prevent and report corrupt/inappropriate conduct.

**How?** Targeted integrity workshops focused on localised integrity risks relevant to the Regulator and its discrete functions (designed to address trends in personal interest declarations, integrity clearance screening, and lessons learned from public sector corruption investigations).

**Policy:**  
Forward program 2021 (*in development*)



## Statutory Appointments Program

**Purpose:** A structured approach to the application, approval, granting and revocation of appointments that enable the exercise of regulatory powers, including verification of required qualifications, skills and experience.

**How?** Staff seeking appointment as an authorised officer must pass an accreditation module which assesses required knowledge of regulatory powers to be exercised and responses to a range of scenario-based integrity risks. Staff must hold a current integrity clearance to be eligible to obtain and hold a statutory appointment.

**Policy:**  
Statutory appointments policy and online module (*in development*)



## Statutory Notifications Program

**Purpose:** Proactive reporting of potential corrupt conduct to the ICAC to ensure the Regulator meets its statutory notification obligations under the ICAC Act.

**How?** Reporting of alleged 'false and misleading information' offences by mining or exploration titleholders for ICAC's assessment of potentially corrupt conduct.

**Policy:**  
[Reporting alleged 'false and misleading information' offences to ICAC](#)