s 11C(1)(a)

From: s 11C(1)(a)
Sent: Friday, 28 July 2023 1:48 PM
To: s 11C(1)(a)
Cc: s 11C(1)(a)
Subject: RE: For action: Robodebt report - summary table of issues for ASIC: please add input by Friday 28 July [SEC=OFFICIAL:Sensitive]

Thanks s 11C(1)(a) – this is a mega help. Most appreciated

From: s 11C(1)(a) **@asic.gov.au>**
Sent: Friday, 28 July 2023 1:44 PM
To: s 11C(1)(a) **@asic.gov.au>**
Cc: s 11C(1)(a) **@asic.gov.au>**
Subject: RE: For action: Robodebt report - summary table of issues for ASIC: please add input by Friday 28 July [SEC=OFFICIAL:Sensitive]

Hi s 11C(1)(a)

My comments are below:

I think there is opportunity for us to consider learning solutions to build capability in:

- applying user centre design principles to our work
- stakeholder engagement (this could be our consumers, regulated population and government)
- ethical decision making
- given most of our people come from the private sector I think it would be beneficial whether it's part of induction or a stand-alone some learning around our obligations as public servants, ethics (which will happen due to the introduction of the NAC) how to work with government and other agencies, how to give "frank and fearless advice" (23.1)
- s 47C

Also learning would play a role in working with Legal Services on any "training for lawyers".

Hope this helps.

s 11C(1)(a)
A/g Head, Capability & Culture (P&D)
People, Transformation and Technology
Australian Securities and Investments Commission
s 11C(1)(a)
Tel s 11C(1)(a)

ASIC

ASIC is committed to diversity and inclusion. ASIC is a place of belonging regardless of difference, where all individuals are accepted, safe and affirmed.
ASIC acknowledges the Traditional Owners of the lands and waters on which we live and work. We pay respect to Elders past and present as the custodians of the world's oldest continuing cultures.

From: s 11C(1)(a) @asic.gov.au>
Sent: Friday, 21 July 2023 3:37 PM
To: s 11C(1)(a) @asic.gov.au>
Subject: FW: For action: Robodebt report - summary table of issues for ASIC: please add input by Friday 28 July [SEC=OFFICIAL:Sensitive]

Hi s 11C(1)(a)

Today s 11C(1)(a) asked me to review the recent Robodebt report and think about how we in P&D could potentially do to respond to the recommendations / what we already have that is relevant.

s 11C(1)(a) asked me to run what I have come up with for your input / approval – below in my note to her.

When you get back from leave are you able to take a look and let me know if it is okay? Very happy to change the language as I don't want to sign us up for anything crazy.

Many thanks
s 11C(1)(a)

From: s 11C(1)(a) @asic.gov.au>
Sent: Friday, 21 July 2023 1:21 PM
To: s 11C(1)(a) @asic.gov.au>
Subject: RE: For action: Robodebt report - summary table of issues for ASIC: please add input by Friday 28 July [SEC=OFFICIAL:Sensitive]

Thanks s 11C(1)(a) I agree with your assessment – both link to s 11C(1)(a) space – can you run past her the wording and if she wants to add anything and then happy for you to submit.

Cheers
s 11C(1)(a)

s 11C(1)(a)
SEL, P&D (Acting), People & Development

People, Transformation & Technology
Australian Securities and Investments Commission
s 11C(1)(a) [redacted]

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From: s 11C(1)(a) [redacted] @asic.gov.au>
Sent: Friday, 21 July 2023 10:49 AM
To: s 11C(1)(a) [redacted] @asic.gov.au>
Subject: RE: For action: Robodebt report - summary table of issues for ASIC: please add input by Friday 28 July [SEC=OFFICIAL:Sensitive]

Hi s 11C(1)(a) [redacted]

I have had a look and from what I can see where P&D might come in, is under the section of the report that looks at Improving the Australian Public Service, based on the learnings of this investigation.

"I think what we can see is that to some degree, the service, parts of the service at times have lost its soul, lost its focus on people, its empathy for people. We'll need to reflect on how we discharged our legal and ethical responsibilities under law, including in our leadership, and we'll need to examine and act to strengthen our systems, including training and performance management across the service, to ensure that what we've seen so far isn't repeated." Gordon de Brouwer, current Australian Public Service Commissioner

The areas I can see where we may have potential to respond come under section 23.2 in the table (obligations of Public Servants):

- Through the development of training for our people to build awareness on the issues/learnings relating to Robodebt and how they apply to ASIC (it's such a rich learning opportunity that it could be a good case study topic for some of our learning content to help our people see where things can go wrong and include an angle for leadership to understand their role/ accountability)
  - ASIC could develop something new or curate a program of exiting learning that applies and/or tap into resources being produced by others for use across the government.
- Examining how key resources like our Code of Conduct and mandatory training communicate on, and hopefully inspire, our own people to act with integrity at all times and with our obligation to act in the best interest of the Australian public front of mind at all times.
  - s 47C [redacted]

Let me know your thoughts.

s 11C(1)(a) [redacted]

From: s 11C(1)(a) [redacted] @asic.gov.au>
Sent: Friday, 21 July 2023 8:12 AM
To: s 11C(1)(a) [redacted] @asic.gov.au>
Subject: FW: For action: Robodebt report - summary table of issues for ASIC: please add input by Friday 28 July [SEC=OFFICIAL:Sensitive]

Hi s 11C(1)(a) [redacted]

Can you have an initial look at this and let me know what you think the comments would be in relation to P&D.

Cheers
s 11C(1)(a) [redacted]

s 11C(1)(a) [redacted]
SEL, P&D (Acting), People & Development
People, Transformation & Technology
Australian Securities and Investments Commission
s 11C(1)(a) [redacted]

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s 22 [redacted]

s 22

[redacted]

[redacted]

[redacted]

s 22

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s 22

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