

OFFICIAL

Procedures for determining breaches of the Code of Conduct and for determining sanction

Version 1.0

01 July 2026

Declaration

I, Justin Oliver, Acting Chair, Australian Energy Regulator (AER), establish these procedures under subsection 15(3) of the *Public Service Act 1999* (the Act).

These procedures commence from date of signature.

Signed:

A handwritten signature in blue ink, consisting of a large, stylized 'J' followed by a series of loops and a long horizontal stroke.

1/07/2026

Application of procedures

1. These procedures apply in determining:
 - a) whether a person who is an Australian Public Service (APS) employee in the AER, including statutory office holders and the Chair or who is a former APS employee who was employed in the AER at the time of the suspected misconduct, has breached the APS Code of Conduct (the Code) in section 13 of the Act.
 - b) any sanction to be imposed on an APS employee in the AER who has been found under these procedures to have breached the Code.
2. In these procedures, a reference to a breach of the Code by a person includes a reference to a person engaging in conduct set out in subsection 15(2A) of the Act in connection with their engagement as an APS employee.

Breach Decision Maker and Sanction Delegate

3. As soon as practicable after a suspected breach of the Code has been identified and the Chair, or a person authorised by the Chair through the Human Resources Delegations and Authorisations, has decided to deal with the suspected breach under these procedures, the Chair, or that person, will appoint a decision-maker to make a determination under these procedures.
4. The role of the Breach Decision Maker is to determine in writing whether a breach of the Code has occurred.
5. The Breach Decision Maker may undertake the investigation or seek the assistance of an investigator. The investigator may investigate the alleged breach, gather evidence and make a report of recommended findings of fact to the Breach Decision Maker.
6. The person who is to decide what, if any, sanction is to be imposed on an APS employee who is found to have breached the Code will be a person holding a delegation of the powers under the Act to impose sanctions.
7. The Breach Decision maker can also be the Sanction Delegate in the same matter.

Person or persons making breach determination and imposing any sanction to be independent and unbiased

8. The Breach Decision Maker and the Sanction Delegate must be and must appear to be, independent and unbiased.
9. The Breach Decision Maker and the Sanction Delegate must advise the Chair or their delegate in writing if they consider that they may not be independent and unbiased or if they consider that they may reasonably be perceived not to be independent and unbiased; for example, if they are a witness in the matter.

The determination process

10. The process for determining whether a person who is, or was, an APS employee in the AER has breached the Code must be carried out with as little formality, and with as much expedition, as a proper consideration of the matter allows.
11. The process must be consistent with the principles of procedural fairness.
12. A determination may not be made in relation to a suspected breach of the Code by a person unless reasonable steps have been taken to
 - a) inform the person of:
 - i) the details of the suspected breach of the Code, including any subsequent variation of those details and
 - ii) where the person is an APS employee, the sanctions that may be imposed on them under subsection 15(1) of the Act and
 - iii) give the person a reasonable opportunity to make a statement in relation to the suspected breach.
13. The statement may be a written or oral statement and should be provided within 7 calendar days or any longer period that is allowed by the decision-maker.
14. A person who does not make a statement in relation to the suspected breach is not, for that reason alone, to be taken to have admitted to committing the suspected breach.
15. For the purpose of determining whether a person who is, or was, an APS employee in the AER has breached the Code, a formal hearing is not required.

Sanctions

16. The process for imposing a sanction must be consistent with the principles of procedural fairness.
17. If a determination is made that an APS employee in the AER has breached the Code, a sanction may not be imposed on the employee unless reasonable steps have been taken to:
 - a) inform the employee of:
 - i) the determination that has been made and
 - ii) the sanction or sanctions that are under consideration and
 - iii) the factors that are under consideration in determining any sanction to be imposed and
 - iv) give the employee a reasonable opportunity to make a statement in relation to the sanction or sanctions under consideration.
18. The statement may be a written or oral statement and should be provided within 7 calendar days or any longer period that is allowed by the Sanction Delegate.

Record of determination and sanction

19. If the Breach Decision Maker makes a determination in relation to a suspected breach of the Code by a person who is, or was, an APS employee in the AER, a written record must be made of:
- a) the suspected breach and
 - b) the determination and
 - c) any sanctions imposed as a result of a determination that the employee has breached the Code and
 - d) if a statement of reasons was given to the person regarding the determination in relation to a suspected breach of the Code, or, in the case of an employee, regarding the sanction decision, that statement of reasons or those statements of reasons.