



Political Candidates Policy

Version 1.0 – 8 July 2020

1. Purpose

This policy outlines the rights and responsibilities of Queensland Corrective Services (QCS) employees participating in local, state or federal elections.

This policy also be read in conjunction with the [Code of Conduct for the Queensland Public Service](#) and the 'Political Activities Policy'.

2. Scope

This policy applies to all employees of QCS, including officers appointed in accordance with s275 of the Corrective Services Act 2006, as well as other employees including contractors, temporary staff, work experience and industry placements, trainees and volunteers (referred to in this policy as 'QCS employees').

This policy applies to QCS employees who are running, or considering running, as candidates in Federal, State and Local Government elections (an election).

The period when this policy applies commences when a person becomes a candidate or publicly signals their intention to run or nominate as a candidate in an election, and ceases when the election outcome is known.

The endorsed policy approach concerning QCS employee protocol and obligation to act in an impartial manner when engaging with elected officials and political candidates is provided in the 'QCS Political Activities Policy'.

3. Local Elections

Public sector employees are not required to resign to contest a Local Government election, however, QCS employees, like all public sector employees, have an obligation to resolve any conflicts between their public service duties and their role as a candidate.

If it seems likely that the employee's involvement in the campaign will impact upon their ability to perform their duties impartially and as a public sector employee, they will need to discuss this with their manager and agree on the arrangements that will apply for the duration of the campaign.

4. State Elections

QCS employees nominating as a candidate, or seeking or having been pre-selected as a candidate, in a State election, must discuss this with their manager at the time that their decision is made to ensure appropriate strategies can be put in place to manage any perceived



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conflicts of interest that may arise during this period. This will ensure that the public can have confidence that the QCS employee's personal interests as a candidate or prospective candidate does not interfere with their professional obligations.

Managers must then notify an appropriate senior officer of a QCS employee's intention to seek election and agree on the arrangements to be put in place to ensure that the public interest is paramount, and that the employee balances their professional obligations to the state and to the public with their personal interest in running for office.

For the duration of the election period, it is mandatory that the QCS employee apply and take leave (either paid or unpaid).

The election period commences when a person becomes a candidate and ceases when the election outcome is known.

QCS employees are generally not required to resign from their position if they wish to contest a state government election. However, there are certain roles where a public sector employee must resign on nominating as a candidate; these roles are listed in s67 of the [Parliament of Queensland Act 2001](#).

5. Federal Elections

The [Commonwealth of Australia Constitution Act](#) outlines that a public sector employee is unable to be elected as a Senator or Member of the House of Representatives, therefore, candidates must resign their public employment prior to nominating for election. Taking leave is not sufficient to meet Commonwealth Constitutional requirements.

6. Obligations as public sector employee

Failure by an employee to comply with their obligations, may constitute a breach of the Code of Conduct and discipline proceedings, or may constitute corrupt conduct, subject to investigation and prosecution by the Crime and Corruption Commission.

- Employees must disclose their candidacy, or intended candidacy, to their manager to avoid any situations that could lead to their breaching their obligations a under the Code of Conduct or other standard or policy.
- Employees must discuss with the manager how their involvement in campaigning might impact on their ability to perform their duties as a QCS employee, and develop a management plan that would satisfy a reasonable member of the community.
- Employees during the course of their work, must remain apolitical and not participate in activities that might lead a member of the public to have a concern that the employee is not able to act impartially and in the public interest.
- Employees must use official information, or any information gained through their QCS work, only for its official purpose and in an approved manner.
- Employees are prohibited from using government resources or equipment in anyway during their campaign. This includes email accounts, contact details, and other resources such photographs or videos relating to their work at QCS.



- Employees must not campaign at work and are not permitted to ask colleagues to assist them with campaigning while acting in any official capacity.
- Employees must not co-opt colleagues or QCS associates or contacts for personal purposes, for example, tagging work colleagues in political social media campaigns.
- Employees are not permitted to campaign while wearing the official QCS uniform or other QCS or Queensland Government identifiers.
- Employees are not permitted to display QCS corporate materials or logos, or to co-opt the use of any QCS related information, images, or logos into their campaign.

7. Reappointment to Public Sector following an election

Under the [Queensland Public Service Act 2008](#), former public sector employees who resigned to contest a Federal or State election can seek reappointment within three (3) months of the return of the election writ. The decision to re-appoint is discretionary.

