



Shareholder Departments' investigation into Australia Post – Terms of Reference

Australia Post provides critical services to all Australians.

Australia Post is established under the *Australian Postal Corporation Act 1989* and is a wholly owned Corporate Commonwealth Entity and Commonwealth Government Business Enterprise under the *Public Governance, Performance and Accountability Act 2013*.

The Minister for Finance and the Minister for Communications, Cyber Safety and the Arts are the Shareholder Ministers of Australia Post.

The Government expects all government entities, including Government Business Enterprises, to act ethically and adhere to high standards regarding the expenditure of money, as the public also rightly expects.

Noting the governance and legal obligations that apply to Australia Post, and the expectations from the Australian Government and the public about the behaviour of public institutions, the Department of Finance and Department of Infrastructure, Transport, Regional Development and Communications, supported by an external law firm, will undertake an investigation into Australia Post's governance arrangements and corporate culture concerning the proper use and management of public resources, in relation to gifts, rewards and expenses, including personal expenses of executives. The investigation will determine whether Australia Post has expended money ethically and acted in a manner expected of a Government Business Enterprise.

Specifically the investigation will determine:

- The facts around an incident involving the provision of wristwatches to Australia Post staff in late 2018;
- The role of the then Australia Post Chair and Board, and the Managing Director and Chief Executive Officer in the incident;
- Whether there are other instances in Australia Post inconsistent with appropriate behaviour for a GBE that require further investigation;
- Whether this incident or other instances (including the actions of those involved) are consistent with:
 - o the obligations of Directors and Chief Executives of Government Business Enterprises; and
 - o the efficient, effective, economical and ethical expenditure of money and use of public resources.
- The extent to which Australia Post's governance arrangements and management culture, in particular in relation to gifts, rewards and expenses, including personal expenses of executives:
 - o supports the efficient, effective, economical and ethical management of resources;
 - o meets the expectations of the public around the leadership and governance of Australia Post as a public institution; and
 - o require further investigation or review.

A report is to be provided to Government within four weeks of the investigation commencement.