

PUBLIC INTEREST DISCLOSURE INTERNAL REPORTING**Procedure 5.5.15**

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1 INTRODUCTION

- a) The Public Interest Disclosures Act 1994 (PID Act) sets out a comprehensive framework for protecting public officials who disclose wrongdoing in accordance with the Act.
- b) The Act aims to encourage and facilitate the disclosure, in the public interest, of corrupt conduct, maladministration, serious and substantial waste, and government information contravention in the public sector.
- c) On 1 November 2011, the new legislative changes to the Public Interest Disclosures Act 1994 (PID Act) came into law with the proclamation of the Public Interest Disclosures Amendment Act 2011. One of the important changes is that disclosures made by staff, which were previously known as Protected Disclosures are now known as Public Interest Disclosures.
- d) This policy has been developed to comply with the legislative changes and to demonstrate Kempsey Shire Council's commitment to encouraging reporting and supporting those who report wrongdoing under the provisions of the PID Act.

1.1 This policy seeks to:

- a) To establish an internal reporting system for the reporting of disclosures of corrupt conduct, maladministration or serious and substantial waste of public money by Kempsey Shire Council, members of Council staff and Councillors. This enables protected disclosures to be made to the Disclosure Coordinator, a nominated Disclosures Officer, the Mayor, or the General Manager.
- b) To complement the normal means of communication between Managers and members of Council staff. (Members of Council staff are encouraged to continue to raise appropriate matters at any time with their managers but they also have the right to make protected disclosures in accordance with this policy.)
- c) To ensure that Council will take all reasonable steps to protect any Councillor or member of Council staff or Council contractor who makes a disclosure from any detrimental action in reprisal for making that disclosure.

2 COUNCIL COMMITMENT

- a) Kempsey Shire Council (Council) is committed to the highest standards of ethical behaviour in all its dealings and to promoting a culture of trust, integrity and honesty.
- b) Corrupt conduct, maladministration, serious and substantial waste of public money, government information contravention and other wrongdoing will not be tolerated.
- c) Council is committed to ensuring that matters raised by staff under the *Public Interest Disclosures Act, 1994* (PID Act) are properly investigated and that staff who make disclosures are protected from reprisals.
- d) Council shows its commitment by:
 - i) Creating a climate of trust, where Council staff are comfortable and confident about reporting wrongdoing;
 - ii) Encouraging staff to come forward if they have witnessed what they consider to be wrongdoing within the Council;

- iii) Keeping the identity of the staff member disclosing wrongdoing confidential, wherever possible and appropriate;
- iv) Protecting staff who make disclosures from any adverse action motivated by their report;
- v) Dealing with reports thoroughly and impartially and if some form of wrongdoing has been found, taking appropriate action to rectify it;
- vi) Keeping staff who make reports informed of their progress and the outcome;
- vii) Encouraging staff to report wrongdoing within Council, but respecting any decision to disclose wrongdoing outside Council, provided that disclosure outside Council is made in accordance with the PID Act;
- viii) Ensuring managers and supervisors at all levels in Council understand the benefits of reporting wrongdoing, are familiar with this policy, and aware of the needs of those who report wrongdoing;
- ix) Providing adequate resources, both financial and human, to:
 - Encourage reports of wrongdoing;
 - Protect and support those who make them;
 - Provide training for key personnel;
 - Investigate allegations;
 - Properly manage any workplace issues that the allegations identify or create; and
 - Correct any problem that is identified.
- x) Reassess or review the policy each year to ensure it is still relevant and effective.

3 ROLES AND RESPONSIBILITIES IN COUNCIL

3.1 Application of this policy

- a) This policy applies to all people who perform public official functions including:
 - i) Council staff and Councillors;
 - ii) Permanent employees, whether full-time or part-time;
 - iii) Temporary or casual employees;
 - iv) Consultants;
 - v) Volunteers; and
 - vi) Individual contractors working for Council.
- b) In this policy the term "staff" means all persons who perform public official functions including those persons listed above unless the context in which the term staff appears makes it clear that it applies only to Council employees.

3.2 Mayor

- a) The Mayor may receive public interest disclosures from any member of staff of Council or any Councillor concerning the General Manager or a Councillor.

b) The Mayor will:

i) impartially assess each disclosure made to him/her about the General Manager or a Councillor to determine:

- Whether the disclosure appears to be a Public Interest Disclosures within the meaning of the PID Act.

Note: In making this assessment the Mayor must seek guidance from: the Disclosure Co-ordinator or General Manager (if appropriate); an investigating authority (ie. ICAC, or Ombudsman; or the Division of Local Government).

- The appropriate course of action to be taken in relation to the disclosure (in consultation with the General Manager, if appropriate), for example:
 - no action/decline;
 - the appropriate person to take responsibility for dealing with the disclosure;
 - preliminary or informal investigation;
 - formal investigation;
 - prosecution or disciplinary action;
 - referral to an investigating authority for investigation or other appropriate action; or
 - referral to the Police (if suspected criminal matter) or the ICAC (if the matter concerns corrupt conduct)

ii) Take all necessary and reasonable steps to ensure that the identity of the person who has made a disclosure, and any person who is the subject of disclosures, are kept confidential (where this is practical and reasonable).

iii) Have primary responsibility for protecting any person who has made a disclosure, or provided information to any internal or external investigation of a disclosure, from victimisation, harassment or any other form of reprisal.

Note: all investigations relating the General Manager or a Councillor will be undertaken by Council's independent Conduct Reviewer/Review Committee.

iv) Report suspected criminal offences to the Police and actual or suspected corrupt conduct to the ICAC (under Section 11 of the ICAC Act).

Note: If the Mayor makes an assessment of a disclosure and it is determined to be a Public Interest Disclosures under the PID Act, then the Mayor must refer the matter to the proper investigating authority, depending on the nature of the Public Interest Disclosures as per Clause 10.1.

3.3 General Manager

a) The General Manager will impartially assess each disclosure to determine:

i) Whether the disclosure appears to be a Public Interest Disclosures within the meaning of the PID Act and if appropriate, provide the Disclosure Coordinator a written authority to conduct an investigation into the disclosure and draft a report including findings and recommendations.

ii) The appropriate action to be taken in relation to the disclosure, for example:

- No action/decline;
- The appropriate person to take responsibility for dealing with the disclosure;
- Preliminary or informal investigation;
- Formal investigation;
- Prosecution or disciplinary action;
- Referral to an investigating authority for investigation or other appropriate action; or
- Referral to the Police (if criminal matter) or the ICAC (if the matter concerns corrupt conduct).

- b) Receive reports from the Disclosure Co-ordinator on the findings of any investigation of staff and any recommendations for remedial action, and determine what action should be taken.
- c) Take all necessary and reasonable steps to ensure that the identity of the person who has made a disclosure, and any person who is the subject of disclosures, are kept confidential (where this is practical and reasonable).
- d) Have primary responsibility for protecting any person who has made a disclosure, or provided information to any internal or external investigation of a disclosure, from victimisation, harassment or any other form of reprisal.
- e) Provide guidance and authority to the Disclosure Co-ordinator in order for her/him to fulfil that role.
- f) Be responsible for implementing organisational and/or policy reform identified as necessary following investigation of a disclosure.
- g) Report suspected criminal offences to the Police and actual or suspected corrupt conduct to the ICAC (under Section 11 of the ICAC Act).

3.4 Disclosure Co-ordinator

- a) The Disclosure Co-ordinator has a pivotal position in the public interest reporting system and acts as a clearing house for disclosures. The Disclosure Co-ordinator was delegated authority from Council to investigate and report on Public Interest Disclosures to the General Manager, depending on which is appropriate.
- b) The Disclosure Co-ordinator will seek from the General Manager, written authority to undertake each investigation pursuant to received Public Interest Disclosures. This authority will be saved onto the relevant file.
- c) Disclosures made about the General Manager will be overseen by the Mayor and investigations conducted by Council's Conduct Reviewer/Review Committee.
- d) The Disclosure Co-ordinator provides alternative public interest reporting channel to a Nominated Disclosure Officer and the General Manager and will:
- i) impartially assess each disclosure to determine:
- Whether the disclosure appears to be a Public Interest Disclosures within the meaning of the PID Act;
 - Whether the disclosure covers another agency and should therefore be referred to the principal officer of the agency; or

- The appropriate action to be taken in relation to a disclosure that concerns Council, for example:
 - no action/decline;
 - the appropriate person to take responsibility for dealing with the disclosure;
 - preliminary or informal investigation, with written consent of the General Manager;
 - formal investigation, with written consent of the General Manager;
 - forward the complaint to the General Manager for prosecution or disciplinary action;
 - referral to an investigating authority for investigation or other appropriate action, with written consent of the General Manager;
 - forward the complaint to the General Manager for referral to the Police (if criminal matter) or the ICAC (if the matter concerns corrupt conduct); or
 - consult with the General Manager about all disclosures received, other than where a disclosure concerns the General Manager.
- ii) Be responsible for carrying out or co-ordinating any internal investigation arising out of a disclosure, subject to consent and any relevant directions of the General Manager.
- iii) Report to the General Manager on the findings of any investigation and recommended remedial action.
- iv) Take all necessary and reasonable steps to ensure that the identity of the person who has made a disclosure (where this is practical and reasonable), and any person who is the subject of disclosures, are kept confidential.
- v) Support any person who has made a disclosure and protect them from victimisation, harassment or any other form of reprisal.
- vi) Provide access to any professional support such as stress management, counselling services, legal or career advice (in consultation with Human Resources).
- vii) Provide feedback to both the Source or the Subject.
- viii) Make and keep proper records about the receipt, assessment and management of Public Interest Disclosures, including the action taken and the determination of each disclosure.
- ix) Report actual or suspected corrupt conduct to the General Manager in a timely manner to enable that person to comply with the ICAC Act.
- x) Report to NSW Ombudsman on the Public Interest Disclosures that have been lodged in accordance with the PID Act, from 1 January, 2012.

3.5 Nominated Disclosure Officer

- a) The Nominated Disclosure Officer is responsible for receiving, forwarding and/or acting upon disclosures in accordance with this Policy. The Nominated Disclosure Officer will:
 - i) Provide the Source with a copy of Council's *Public Interest Disclosures Act 1994 – Internal Reporting Policy*;

- ii) Clearly explain to persons making disclosures what will happen in relation to the information received;
- iii) When requested, make arrangements to ensure that disclosures can be made privately and discreetly (if necessary away from the workplace);
- iv) Put in writing and date any disclosures received orally (and have the Source sign the document);
- v) Deal with disclosures impartially;
- vi) Forward disclosures to the Disclosure Co-ordinator for assessment;
- vii) Take all necessary and reasonable steps to ensure that the identity of persons who make disclosures, and the persons the subject of disclosures, are kept confidential (where this is practical and reasonable); and
- viii) Support any person who has made a Public Interest Disclosures and protect them from victimisation, harassment or any other form of reprisal.

3.6 Employees

- a) Employees are encouraged to report known or suspected incidences of corrupt conduct, maladministration or serious and substantial waste in accordance with this Policy.
- b) All employees of Council have an important role to play in supporting those who have made legitimate disclosures or are reporting or investigating disclosures. They must abstain from any activity that is or could be perceived to be victimisation or harassment of a person or persons who has or have made Public Interest Disclosures.
- c) Further, they should protect/maintain the confidentiality of persons they know or suspect to have made disclosures or is reporting or investigating disclosures.

4 WHAT SHOULD BE REPORTED?

You should report any wrongdoing you see within Council. Reports about the four categories of serious wrongdoing – corrupt conduct, maladministration, serious and substantial waste of public money, and government information contravention – will be dealt with under the PID Act as protected disclosures and according to this policy.

4.1 Corrupt conduct

- a) Corrupt conduct is the dishonest or partial exercise of official functions by a public official.
- b) For example, this could include:
 - i) The improper use of knowledge, power or position for personal gain or the advantage of others;
 - ii) Acting dishonestly or unfairly, or breaching public trust; or

- iii) A member of the public influencing or trying to influence a public official to use their position in a way that is dishonest, biased or breaches public trust.
- c) For more information about corrupt conduct, see the NSW Ombudsman's guideline on what can be reported.

4.2 Maladministration

- a) Maladministration is conduct that involves action or inaction of a serious nature that is contrary to law, unreasonable, unjust, oppressive or improperly discriminatory or based wholly or partly on improper motives.
- b) For example, this could include:
 - i) Making a decision and/or taking action that is unlawful; or
 - ii) Refusing to grant someone a licence for reasons that are not related to the merits of their application.
- c) For more information about maladministration, see the NSW Ombudsman's guideline on what can be reported.

4.3 Serious and substantial waste in local government

- a) Serious and substantial waste is the uneconomical, inefficient or ineffective use of resources that could result in the loss or wastage of local government money. This includes all revenue, loans and other money collected, received or held by, for or on account of the Council.
- b) For example, this could include:
 - i) Poor project management practices leading to projects running over time; or
 - ii) Having poor or no processes in place for a system involving large amounts of public funds.
- c) For more information about serious and substantial waste, see the NSW Ombudsman's guideline on what can be reported.

4.4 Government information contravention

- a) A government information contravention is a failure to properly fulfil functions under the *Government Information (Public Access) Act 2009* (GIPA Act).
- b) For example, this could include:
 - i) Destroying, concealing or altering records to prevent them from being released;
 - ii) Knowingly making decisions that are contrary to the legislation; or

- iii) Directing another person to make a decision that is contrary to the legislation.
- c) For more information about government information contravention, see the NSW Ombudsman's guideline on what can be reported.

4.5 Local Government Pecuniary Interest Contravention

- a) A local government pecuniary interest contravention is a failure to fulfil certain functions under the Local Government Act 1993 relating to the management of pecuniary interests. These include obligations to lodge disclosure of interest returns, lodge written declarations and disclose pecuniary interests at Council and Council committee meetings. A pecuniary interest is an interest that a person has in a matter because of a reasonable likelihood or expectation of appreciable financial gain or loss to the person.
- d) For example, this could include:
 - i) A senior Council staff member recommending a family member for a Council contract and not declaring the relationship; or
 - ii) A General Manager holding an undisclosed shareholding in a company competing for a Council contract.
- e) For more information about local government pecuniary interest contravention, see the NSW Ombudsman's guideline on what can be reported.

4.6 Other wrongdoing

- a) Although reports about the previous four categories of conduct can attract the specific protections of the PID Act, you should report all activities or incidents that you believe are wrong.
- b) For example, these could include:
 - i) Harassment or unlawful discrimination;
 - ii) Reprisal action against a person who has reported wrongdoing; or
 - iii) Practices that endanger the health or safety of staff or the public.
- c) These types of issues should be reported to a supervisor, in line with Council's policies and procedures, Workplace Harassment & Bullying Prevention, Grievance Handling
- d) Even if these reports are not dealt with as protected disclosures, Council will consider each matter and make every attempt to protect the staff member making the report from any form of reprisal.

5 WHEN WILL A REPORT BE PROTECTED?

- a) Kempsey Shire Council will support any staff who report wrongdoing.
- b) For a report to be considered a protected disclosure, it has to meet all of the requirements under the PID Act.

- c) These requirements are:
- i) The person making the disclosure must honestly believe on reasonable grounds that the information shows or tends to show wrongdoing.
 - ii) The report has to be made to one or more of the following:
 - A position nominated in this policy; – see section 9 below.
 - The General Manager; or
 - One of the investigating authorities nominated in the PID Act – see section 10 below.
- d) Reports by staff and councillors will not be considered to be protected disclosures if they:
- i) Mostly question the merits of government policy, including the policy of the governing body of the council; or
 - ii) Are made with the sole or substantial motive of avoiding dismissal or other disciplinary action.

6 HOW TO MAKE A REPORT

- a) You can report wrong doing in writing or verbally. You are encouraged to make a report in writing as this can help to avoid any confusion or misinterpretation.
- b) If a report is made verbally, the person receiving the report must make a comprehensive record of the disclosure and ask the person making the disclosure to sign this record. The staff member should keep a copy of this record.
- c) If you are concerned about being seen making a report, ask to meet in a discreet location away from the workplace.

7 CAN A REPORT BE ANONYMOUS?

- a) There will be some situations where you may not want to identify yourself when you make a report. Although these reports will still be dealt with by the Council it is best if you identify yourself. This allows us to provide you with any necessary protection and support, as well as feedback about the outcome of any investigation into the allegations.
- b) It is important to realise that an anonymous disclosure may not prevent you from being identified. If we do not know who made the report, it is very difficult for us to prevent any reprisal action.

8 MAINTAINING CONFIDENTIALITY

- a) Council realises many staff will want their report to remain confidential. This can help to prevent any action being taken against you for reporting wrongdoing.
- b) We are committed to keeping your identity, and the fact you have reported wrongdoing, confidential.

- c) However there may be situations where this may not be possible or appropriate. We will discuss with you whether it is possible to keep your report confidential.
- d) If confidentiality cannot be maintained, we will develop a plan to support and protect you from risks of reprisal. You will be involved in developing this plan. You will also be told if your report will be dealt with under the Council's Code of Conduct, as this may mean certain information will have to be tabled at a Council meeting.
- e) If you report wrongdoing, you should only discuss your report with those dealing with it. This will include the Disclosures Coordinator and the General Manager. If you discuss your report more broadly, you may affect the outcome of any investigation.

9 WHO CAN RECEIVE A REPORT WITHIN KEMPSEY SHIRE COUNCIL

- a) You are encouraged to report general wrongdoing to your supervisor. However the PID Act requires that – for a report to be a protected disclosure – it must be made to a public official in accordance with the Council's disclosure procedures. For Council this means this policy and any supporting procedures.
- b) Any supervisor who receives a report that they believe may be a protected disclosure must refer the staff member making the report to one of the positions listed below. The broader responsibilities of these positions is outlined in the section 3 Roles and Responsibilities.
- c) If you are Council staff and your report involves a Councillor, you should make it to the General Manager or the Mayor. If you are a Councillor and your report is about another Councillor, you should make it to the General Manager or the Mayor.
- d) The following positions are the only staff within Council who can receive a protected disclosure:

General Manager

- i) You can report wrongdoing directly to the General Manager. The general manager is responsible for:
 - Deciding if a report is a protected disclosure;
 - Determining what needs to be done next, including referring it to other authorities; or
 - Deciding what needs to be done to correct the problem that has been identified.
- ii) The General Manager must make sure there are systems in place in Council to support and protect staff who report wrongdoing.
- iii) They are also responsible for referring actual or suspected corrupt conduct to the Independent Commission Against Corruption.

Mayor

- i) If you are making a report about the General Manager, you should make your report to the Mayor. They are responsible for:
 - Deciding if a report is a protected disclosure;
 - Determining what needs to be done next, including referring it to other authorities; or
 - Deciding what needs to be done to correct the problem that has been identified.
- ii) The Mayor must make sure there are systems in place in Council to support and protect staff who report wrongdoing.
- iii) If the report is about the General Manager, the Mayor is also responsible for referring actual or suspected corrupt conduct to the Independent Commission Against Corruption.

Disclosures coordinator

- i) The Disclosures Coordinator has a central role in dealing with reports made by staff. They receive them, assess them, and refer them to the people within the Council who can deal with them appropriately.
- ii) Council's Disclosure Coordinator is the Manager Information Management and Governance.

Disclosures officers

- i) Disclosures officers work with the Disclosures Coordinator, and are responsible for receiving, forwarding and/or dealing with reports made in accordance with this policy.
- ii) The following Council Officers are able to receive disclosures as Nominated Disclosure Officers:
 - Manager Information Management & Governance;
 - Disclosure Co-ordinator;
 - Directors;
 - General Manager; and
 - Mayor (if disclosure concerns or involves the General Manager).

10 WHO CAN RECEIVE A REPORT OUTSIDE OF KEMPSEY SHIRE COUNCIL

- a) Staff are encouraged to report wrongdoing within Council, but internal reporting is not your only option.
- b) If you follow the guidance below, your report can still be a protected disclosure.
- c) You can choose to make your report to an investigating authority. You can do this first, or at any stage after your initial report to Council. If your report is about the General Manager or the Mayor, you should consider making it to an investigating authority.

- d) You can also choose to make a report to a Member of Parliament or a journalist, but only in limited circumstances.

10.1 Investigating authorities

- a) The PID Act lists a number of investigating authorities in NSW that staff can report wrongdoing to and the categories of wrongdoing each authority can deal with.
- b) In relation to council, these authorities are:
 - i) The Independent Commission Against Corruption (ICAC) — for corrupt conduct.
 - ii) The Ombudsman — for maladministration.
 - iii) The Police Integrity Commission (PIC) — for police misconduct.
 - iv) The PIC Inspector — for disclosures about the PIC or its staff.
 - v) The Division of Local Government, Department of Premier and Cabinet — for serious and substantial waste in local government (reports about serious and substantial waste in State government agencies should be made to the Auditor General).
 - vi) The ICAC Inspector — for disclosures about the ICAC or its staff.
 - vii) The Information Commissioner — for disclosures about a government information contravention.
- c) You should contact the relevant authority for advice about how to make a disclosure to them. Contact details for each investigating authority are provided at the end of this policy.
- d) You should be aware that it is very likely the investigating authority will discuss the case with Council. We will make every effort to assist and cooperate with the investigating authority to ensure the matter is dealt with appropriately and there is a satisfactory outcome. We will also provide appropriate support and assistance to staff who report wrongdoing to an investigating authority.

10.2 Members of Parliament or journalists

- a) To have the protections of the PID Act, staff reporting wrongdoing to a Member of Parliament (MP) or a journalist must have already made substantially the same report to one of the following:
 - i) The General Manager;
 - ii) A person nominated in this policy; or
 - iii) An investigating authority in accordance with the PID Act.

- b) Also, Council or investigating authority that received the report must have either:
 - i) Decided not to investigate the matter;
 - ii) Decided to investigate the matter, but not completed the investigation within six months of the original report;
 - iii) Investigated the matter but not recommended any action as a result; or
 - iv) Not told the person who made the report, within six months of the report being made, whether the matter will be investigated.
- c) Most importantly – to be protected under the PID Act – if you report wrongdoing to an MP or a journalist you will need to be able to prove that you have reasonable grounds for believing that the disclosure is substantially true and that it is in fact substantially true.
- d) If you report wrongdoing to a person or an organisation that is not listed above, you will not be protected under the PID Act. This may mean you will be in breach of legal obligations or Council's Code of Conduct – by, for example, disclosing confidential information.
- e) For more information about reporting wrongdoing outside Council, contact the Disclosures Coordinator or the NSW Ombudsman's Public Interest Disclosures Unit. Their contact details are provided at the end of this policy.

11 FEEDBACK TO STAFF WHO REPORT WRONGDOING

- a) Staff who report wrongdoing will be told what is happening in response to their report.
- b) When you make a report, you will be given:
 - i) An acknowledgement that your disclosure has been received;
 - ii) The timeframe for when you will receive further updates;
 - iii) The name and contact details of the people who can tell you what is happening; and
 - iv) A copy of this policy.
- c) This information will be given to you within two working days from the date you make your report.
- d) After a decision is made about how your report will be dealt with, you will be given:
 - i) Information about the action that will be taken in response to your report;
 - ii) Likely timeframes for any investigation;

- iii) Information about the resources available within Council to handle any concerns you may have; and
- iv) Information about external agencies and services you can access for support.
- e) This information will be given to you within 10 working days from the date you make your report.
- f) During any investigation, you will be given:
 - i) Information on the ongoing nature of the investigation;
 - ii) Information about the progress of the investigation and reasons for any delay; and
 - iii) Advice if your identity needs to be disclosed for the purposes of investigating the matter, and an opportunity to talk about this.
- g) At the end of any investigation, you will be given:
 - i) Enough information to show that adequate and appropriate action was taken and/or is proposed to be taken in response to your disclosure and any problem that was identified; and
 - ii) Advice about whether you will be involved as a witness in any further matters, such as disciplinary or criminal proceedings.

12 PROTECTION AGAINST REPRISALS

- a) The PID Act provides protection for people reporting wrongdoing by imposing penalties on anyone who takes detrimental action substantially in reprisal for them making the protected disclosure.
- b) Council will not tolerate any reprisal action against staff who report wrongdoing. The criminal penalties that can be imposed include imprisonment or fines. Detrimental action is also misconduct that justifies disciplinary action. People who take detrimental action against someone who has made a disclosure can also be required to pay damages for any loss suffered by that person.
- c) Detrimental action means action causing, comprising or involving any of the following:
 - i) Injury, damage or loss;
 - ii) Intimidation or harassment;
 - iii) Discrimination, disadvantage or adverse treatment in relation to employment;
 - iv) Dismissal from, or prejudice in, employment; or
 - v) Disciplinary proceedings.

12.1 Responding to reprisals

- a) Council will act to protect staff who report wrongdoing from reprisals.
- b) When a report is received, we will ensure that a thorough risk assessment is conducted. This will identify any risks to the member of staff who reported the wrongdoing, as well as strategies to deal with those risks.
- c) If you believe that detrimental action has been or is being taken against you or someone else who has reported wrongdoing in reprisal for making a report, you should tell your supervisor, the Disclosures Coordinator or the General Manager immediately.
- d) All supervisors must report any suspicions they have that reprisal action against a staff member is occurring, or any reports that are made to them, to the Disclosures Coordinator or the General Manager.
- e) If the Disclosures Coordinator becomes aware of reprisal action against a person who has made a disclosure, they will:
 - i) Ensure a senior and experienced member of staff, who has not been involved in dealing with the initial disclosure, will investigate the suspected reprisal
 - ii) Give the results of that investigation to the General Manager for a decision;
 - iii) Give the results of that investigation to the Mayor for a decision if the allegation of reprisal action is about the general manager;
 - iv) If it has been established that reprisal action is occurring against someone who has made a disclosure, take all steps possible to stop that activity and protect the member of staff who made the disclosure; and
 - v) Take appropriate disciplinary or criminal action against anyone proven to have taken or threatened any action in reprisal for making a disclosure.
- f) If you report reprisal action, you will be kept informed of the progress of any investigation and the outcome.
- g) The General Manager may issue specific directions to help protect against reprisals. If the allegation of reprisal action is about the General Manager, the Mayor may issue similar directions. These may include:
 - i) Issuing warnings to those alleged to have taken reprisal action against the member of staff who made the disclosure;
 - ii) Relocating the member of staff who made the disclosure or the subject officer within the current workplace;

- iii) Transferring the member of staff who made the disclosure or the staff member who is the subject of the allegation to another position for which they are qualified; or
 - iv) Granting the member of staff who made the disclosure or the subject officer leave of absence during the investigation of the disclosure.
- h) These directions will only be taken if the member of staff who made the disclosure agrees to it. The General Manager will make it clear to other staff that this action was taken in consultation with the staff member and with management support and it is not a punishment.
- i) If you have reported wrongdoing and feel that any reprisal action is not being dealt with effectively, contact the Ombudsman or the ICAC, depending on the type of wrongdoing you reported. Contact details for all these investigating authorities are included at the end of this policy.

12.2 Protection against legal action

- a) If you make a disclosure in accordance with the PID Act, you will not be subject to any liability and no action, claim or demand can be taken against you for making the disclosure. You will not have breached any confidentiality or secrecy obligations and you will have the defence of absolute privilege in defamation.

13 SUPPORT FOR THOSE REPORTING WRONGDOING

- a) Council will make sure that staff who have reported wrongdoing, regardless of whether they have made a protected disclosure, are provided with access to any professional support they may need as a result of the reporting process, such as stress management, counselling services, legal or career advice.
- b) We also have staff who will support those who report wrongdoing. They are responsible for initiating and coordinating support, particularly to those who are suffering any form of reprisal. Council's Employee Assistance providers are McCombie and Associates
- c) All supervisors must notify the Disclosures Coordinator if they believe a staff member is suffering any detrimental action as a result of disclosing wrongdoing.

14 SANCTIONS FOR MAKING FALSE OR MISLEADING DISCLOSURES

- a) It is important that all staff are aware that it is a criminal offence under the PID Act to wilfully make a false or misleading statement when reporting wrongdoing.

15 SUPPORT FOR THE SUBJECT OF A REPORT

- a) Council is committed to ensuring staff who are the subject of a report of wrongdoing are treated fairly and reasonably. If you are the subject of a report, you will be:
 - i) Treated fairly and impartially;

- ii) Told your rights and obligations under our policies and procedures;
- iii) Kept informed during any investigation;
- iv) Given the opportunity to respond to any allegation made against you; and
- v) Told the result of any investigation.

16 REVIEW

- a) This procedure will be reviewed by Council every two years. For any advice or guidance about this review, contact the NSW Ombudsman's Public Interest Disclosures Unit.

17 MORE INFORMATION

- a) More information around protected disclosures is available on our intranet. Staff can also access advice and guidance from Council's Disclosures Coordinator and the NSW Ombudsman's website: www.ombo.nsw.gov.au

18 RESOURCES

- a) The contact details for external investigating authorities that staff can make a protected disclosure to or seek advice from are listed below:

For disclosures about corrupt conduct:

Independent Commission Against Corruption (ICAC)
 Phone: 02 8281 5999
 Toll free: 1800 463 909
 Tel. typewriter (TTY): 02 8281 5773
 Facsimile: 02 9264 5364
 Email: icac@icac.nsw.gov.au
 Web: www.icac.nsw.gov.au
 Address: Level 21, 133 Castlereagh Street, Sydney NSW 2000

For disclosures about serious and substantial waste in local government agencies:

Division of Local Government in the Department of Premier and Cabinet
 Phone: 02 4428 4100
 Tel. typewriter (TTY): 02 4428 4209
 Facsimile: 02 4428 4199
 Email: dlg@dlg.nsw.gov.au
 Web: www.dlg.nsw.gov.au
 Address: 5 O'Keefe Avenue, Nowra NSW 2541

For disclosures about maladministration:

NSW Ombudsman
 Phone: 02 9286 1000
 Toll free (outside Sydney metro): 1800 451 524
 Tel. typewriter (TTY): 02 9264 8050
 Facsimile: 02 9283 2911
 Email: nswombo@ombo.nsw.gov.au
 Web: www.ombo.nsw.gov.au
 Address: Level 24, 580 George Street, Sydney NSW 2000

For disclosures about breaches of the GIPA Act:

Information Commissioner
 Toll free: 1800 463 626
 Facsimile: 02 8114 3756
 Email: oinfo@oic.nsw.gov.au
 Web: www.oic.nsw.gov.au
 Address: Level 11, 1 Castlereagh Street, Sydney NSW 2000