

Public Interest Disclosure Policy

Owner People and Culture (CS, PC)

CHC/2018/4231

Last Reviewed 15 May 2019

Version 1.01

1. Purpose

This document outlines the policy of the department on reporting and managing disclosures made under the *Public Interest Disclosures Act 2010*.

A Public Interest Disclosure (PID) is a report or complaint about a reasonable suspicion of serious wrongdoing in the public sector and can be made by an employee or a member of the public.

An effective PID system contributes to the integrity of the department and increases community trust.

2. Policy

The department is committed to maintaining public confidence in the integrity, accountability and impartiality of departmental actions, operations and decisions.

The Public Interest Disclosure Procedure is based upon the requirements of the *Public Interest Disclosure Act 2010* that details the necessary processes involved in the notification, assessment and management of PIDs and eligible corrupt conduct matters.

The department has zero tolerance towards reprisals against a person making a PID, who has made a PID, or is rightly or wrongly suspected of making a PID.

3. Principles

The following principles outline the framework upon which PID's will be managed:

- All reasonable measures will be put in place to ensure that a discloser is not subject to reprisal action or detrimental treatment and that their identity and the details of the disclosure remain confidential to the extent provided for by the law.
- Appropriate support will be provided to employees who are the subject of a PID, including access to the Employee Assistance Scheme.
- Corrupt conduct allegations that meet the *Crime and Corruption Act 2001* definition will be referred to the Crime and Corruption Commission (CCC).
- The department will provide reasonable information about the outcome of a reported PID to the discloser and to the subject officer of the PID.
- Employees will be provided with appropriate information to identify wrongdoing, how to report it and the protection and support available for making a public interest disclosure.
- The department will make appropriate resources and assistance available to employees who receive or manage a PID.

4. Authority

- [Crime and Corruption Act 2001](#)
- [Public Sector Ethics Act 1994](#)
- [Public Service Act 2008](#)
- [Public Interest Disclosure Act 2010](#) (formerly *Whistleblowers Protection Act 1994*)
- [Queensland Ombudsman Public Interest Disclosure Standard No 1/2019](#)
- [Queensland Ombudsman Public Interest Disclosure Standard No 2/2019](#)

5. Scope

This policy applies to all departmental employees, whether their employment status is permanent or temporary, trainee, cadet or secondment from another department.

6. Further information

Should you require any further information or clarification, please contact:

- your supervisor or manager
- your Human Resource Support contact
- [Workforce Relations and Integrity, People and Culture, Corporate Services.](#)

7. Review

This policy shall be reviewed within two years of the **Last Reviewed** date.

8. Approval

Signed:
Kirsten Herring
Acting Director-General
Department of Environment and Science

Date: 23 December 2018

9. Version history

Date	Version	Action	Description / comments
23 December 2018	1.00	Approval by Acting Director General	New department policy
15 May 2019	1.01	Approved by Chief Human Resources Officer, People and Culture	Minor amendments to hyperlinks and PC team names following departmental restructure.

10. Keywords

Discloser, PID; Public; Interest; Disclosure; Misconduct; Corrupt Conduct, Complaint; Protection; Reprisal, Whistle-blower.