

Council Policy 1.11

Public Interest Disclosure

Objective

To encourage and support disclosures.

Purpose

This policy supports the aims and objectives of the *Public Interest Disclosure Act 2003*.

Legislation

Public Interest Disclosure Act 2003

Corruption, Crime and Misconduct Act 2003

Local Government Act 1995

Policy Statement

1. The EMRC does not tolerate corrupt or other improper conduct.
2. The EMRC is committed to the aims and objectives of the *Public Interest Disclosure Act 2003* (PID Act). The PID Act recognises the value and importance of reporting as a means to identify and address wrongdoing.
3. The EMRC strongly supports disclosures being made by employees about corrupt or other improper conduct and also strongly supports contractors and members of the community making disclosures about corrupt or improper conduct.
4. The EMRC does not tolerate any of its employees, contractors or subcontractors taking reprisal action against anyone who makes or proposes to make a public interest disclosure.
5. All reasonable steps will be taken to protect employees from any detrimental action in reprisal for the making of a public interest disclosure.
6. The persons responsible for receiving disclosures of public interest information designated under s.23(1)(a) of the PID Act will abide by the PID Code of Conduct and Integrity in performing their duties.
7. The EMRC is also committed to responding to the disclosure thoroughly and impartially and will treat all people in the disclosure process fairly, including those who may be the subject of a disclosure.
8. As much information as possible will be provided to people considering making a public interest disclosure. Internal procedures are accessible to all employees and contractors. Copies are available from the designated person appointed as the proper authority (Public Interest Disclosure (PID) Officer).
9. General information about public interest disclosures and how the EMRC will manage a disclosure, will be made available for external clients and members of the community on the website.
10. While this policy focuses on public interest disclosures, the EMRC is committed to dealing with all reports of suspected wrongdoing. People are encouraged to report if they witness any such behaviour. Each matter will be considered under the appropriate reporting pathway and every attempt will be made to protect employees making reports from any reprisals.



Financial Considerations

Funding for appropriate investigations will be provided for in the annual budget.

Adopted/Reviewed

24 August 2017

6 December 2018

23 February 2023

Next Review

February 2027

Responsible United

Office of the CEO – Human Resources