

Gladstone Area Water Board

Public Interest Disclosure Board Policy

BOP-0143

Controlled Document

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Gladstone Area Water Board

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1. PURPOSE

The purpose of this Policy is to outline Gladstone Area Water Board's (**GAWB**) Public Interest Disclosure (**PID**) process and how GAWB intends to respond to PIDs made in accordance with the *Public Interest Disclosure Act 2010* (Qld) (**PID Act**). GAWB is committed to ensuring that PIDs are properly assessed and, when appropriate, properly investigated and dealt with.

This Policy should be read in conjunction with the Code of Conduct, CEO Corrupt Conduct Complaints Policy, CEO Corrupt Conduct Complaints Procedure, Fraud and Corrupt Conduct Control Board Policy, Fraud and Corrupt Conduct Control Procedure and Public Interest Investigation Procedure, and the Public Interest Disclosure Procedure.

2. SCOPE

The Policy applies to all Employees of GAWB. Some parts of this Policy may also extend to third parties (such as Workers) and members of the public.

3. ABBREVIATIONS OR DEFINITIONS

Corrupt Conduct (CC)	is defined in section 15 of the <i>Crime and Corruption Act 2001</i> (Qld).
Corruption	means CC or police misconduct.
Director	means all persons appointed to GAWB's board of directors from time to time.
Discloser	means the person who makes a Public Interest Disclosure.
Employees	means any person directly engaged by GAWB on a full-time, part-time, casual or fixed-term basis. For the purposes of this Policy, an employee includes a Director.
Public Interest Disclosure (PID)	<p>is a disclosure about wrongdoing in the public sector that services the public interest. For an allegation to be considered a public interest disclosure under the <i>Public Interest Disclosure Act 2010</i> (Qld) (PID Act) it must be:</p> <ul style="list-style-type: none"> • an appropriate disclosure • of public interest information • made to a proper authority. <p>See also section 11 of the PID Act.</p>
PID Act	<i>Public Interest Disclosure Act 2010</i> (Qld).
Reprisal	<p>is defined in section 40 of the PID Act and means that a person must not cause, or attempt or conspire to cause, detriment to another person because, or in the belief that –</p> <p>(a) the other person or someone else has made or intends to make, a Public Interest Disclosure; or</p> <p>(b) the other person or someone else is, has been, or intends to be, involved in a proceeding under the PID Act against any person.</p>
Worker	means all Employees, contractors, subcontractors and employees of contractors and subcontractors, employees of labour hire companies, apprentices or trainees. For the purposes of this Policy, a Worker includes a secondee, work experience student or volunteer.

4. POLICY STATEMENT

GAWB is committed to fostering an ethical and transparent culture whereby Employees and other persons feel confident and comfortable making a disclosure of wrongdoing. GAWB recognises that Employees are vital to the successful implementation of measures against fraud, CC and other forms of misconduct.

GAWB encourages any person who considers that he or she has witnessed wrongdoing to come forward and make a PID.

GAWB believes that disclosing wrongdoing is in accordance with its ethical culture, and assists with encouraging openness, answerability and good management. GAWB recognises it has an obligation to deal with any wrongdoing. Further, it is important wrongdoing is reported so as to:

- bring wrongdoing to the attention of people who can take appropriate steps to address the issue;
- facilitate early intervention; and
- prevent danger to the health and safety of people, or other disadvantage.

Who may make a PID?

Any person (including Workers and third parties e.g. the public) can make a disclosure about:

- a substantial and specific danger to the health or safety of a person with a disability;
- the commission of an offence which is, or would be, a substantial and specific danger to the environment; or
- the conduct of another person that could be a Reprisal.

In addition to the above, Employees can make further disclosures about:

- CC;
- maladministration if it adversely affects a person's interests in a substantial and specific way;
- a substantial misuse of public resources;
- a substantial and specific danger to public health or safety; or
- a substantial and specific danger to the environment.

The way in which a person makes a PID, and the process that GAWB will follow in assessing, investigating and dealing with a PID is detailed in the Public Interest Disclosure Procedure.

5. PRINCIPLES

In order to demonstrate compliance with the PID Act, GAWB will:

- promote the public interest by encouraging Employees, Workers and third parties to make PIDs of wrongdoing;
- ensure adequate training is provided to Employees and Workers on how to identify and report a PID;
- ensure adequate training is provided for Managers, Supervisors, including the Executive Leadership Team (ELT) on action to be taken when a PID is reported to them;
- ensure that PIDs are properly assessed and, where appropriate, properly investigated and dealt with;
- ensure appropriate consideration is given to the interests of persons who are the subject of a PID;
- ensure proper support is afforded to Disclosers; and
- ensure protection from reprisal is afforded to persons making PIDs.

6. LEGAL EFFECT

This Policy seeks to articulate GAWB's preferred position on how to respond to Public Interest Disclosures but is not intended to affect the legal terms and conditions of employment. GAWB may amend or remove this Policy at any time.

7. ASSOCIATED DOCUMENTS

BOP-0028 | Code of Conduct

BOP-0026 | CEO Corrupt Conduct Complaints Policy

MPR-INT-0027 | CEO Corrupt Conduct Complaints Procedure

BOP-0084 | Fraud and Corrupt Conduct Control Board Policy

MPR-INT-0083 | Fraud and Corrupt Conduct Control Procedure

MPL-INT-0085 | Fraud and Corruption Framework

MPR-INT-0144 | Public Interest Disclosure Procedure

8. VERSION HISTORY

Version	Issue	Revision Description	Revision Date
6	1	Revised and on new template	March 2020
7	1	Content reviewed for currency	April 2022
7	2	Updated review date and responsible officer	July 2023
8	1	Content reviewed for currency	October 2025

9. DOCUMENT HISTORY

ECM Numbers	Year	Former Document Information
158639	2017	Public Interest Disclosure Policy
NA	2020	Name Change from Public Interest Disclosure Policy to: Public Interest Disclosure Board Policy

10. REVISION STATUS

This Board Policy is Version Number 8, Issue Number 1.