

Gladstone Area Water Board

Public Interest Disclosure Board Policy

BOP-0143

Controlled Document

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Gladstone Area Water Board
Phone: (07) 4976 3000
Fax: (07) 4972 5632

136 Goonoon Street
Gladstone Q 4680
www.gawb.qld.gov.au

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 process and how GAWB intends to respond to Public Interest Disclosures made in accordance with the *Public Interest Disclosure Act 2010* (Qld) (PID Act). GAWB is committed to ensuring that Public Interest Disclosures 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 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. VERSION HISTORY

Version	Issue	Revision Description	Revision Date
5	1	Previous template	November 2016
6	1	Revised and on new template	March 2020

4. 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

5. REVISION STATUS

This Board Policy is Version Number 6, Issue Number 1.

6. ABBREVIATIONS OR DEFINITIONS

Corrupt Conduct	is defined in section 15 of the <i>Crime and Corruption Act 2001</i> (Qld).
Corruption	means corrupt conduct or police misconduct.
Director	means all persons appointed to GAWB's board of directors from time to time.
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)	means a disclosure under the PID Act and includes all information and help given by the discloser to a proper authority for the disclosure (section 11 of the PID Act).
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.

7. POLICY STATEMENT

GAWB is committed to establishing an organisational culture where 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, Corrupt Conduct and other forms of misconduct.

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

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:

- Corrupt Conduct;
- maladministration;
- 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.

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.

The way in which a person makes a PID Disclosure is detailed in the Public Interest Disclosure Procedure.

8. PRINCIPLES

The objectives of this Policy include:

- ensuring Employees are aware of and understand that they have an ethical responsibility and obligation to disclose Public Interest Disclosures.
- recognising the value and importance of Public Interest Disclosures and ensuring GAWB is committed to the proper management of such disclosures; and
- ensuring all Public Interest Disclosure investigations are conducted fairly, and the affected parties are afforded their protections.

9. 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.

10. 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