

# Gladstone Area Water Board

## Public Interest Disclosure Board Policy

### BOP-0143

*Controlled Document*

<b>AUTHORISED BY:</b>	Board of Directors
<b>RESOLUTION NUMBER:</b>	2022/23-09-05
<b>DATE OF ISSUE:</b>	22 June 2023
<b>MAINTAINED BY:</b>	Manager-Corporate Secretary & Reporting
<b>CURRENT VERSION:</b>	Version 7 - Issue 2
<b>REVIEW DATE:</b>	3 years from Date of Issue
<b>DOCUMENT TYPE</b>	Board Policy

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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 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. ABBREVIATIONS OR DEFINITIONS

<b>Corrupt Conduct</b>	is defined in section 15 of the <i>Crime and Corruption Act 2001</i> (Qld).
<b>Corruption</b>	means corrupt conduct or police misconduct.
<b>Director</b>	means all persons appointed to GAWB's board of directors from time to time.
<b>Employees</b>	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.
<b>Public Interest Disclosure (PID)</b>	<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"> <li>• public interest information about serious wrongdoing or danger</li> <li>• an appropriate disclosure</li> <li>• made to a proper authority.</li> </ul> <p>See also section 11 of the PID Act.</p>
<b>PID Act</b>	<i>Public Interest Disclosure Act 2010</i> (Qld).
<b>Reprisal</b>	<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> <ol style="list-style-type: none"> <li>(a) the other person or someone else has made or intends to make, a Public Interest Disclosure; or</li> <li>(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.</li> </ol>
<b>Worker</b>	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, 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 (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:

- 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, 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 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 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

## 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 7, Issue Number 2.