



Public Interest Disclosure Policy

Summary

This document is a summary only. For more information regarding public interest disclosures (**PID's**), including the protections and support available to staff, refer to the [NSWALC Public Interest Disclosure Policy \(Policy\)](#) via the website or contact the Governance Unit on governance@alc.oarg.au.

The NSW Aboriginal Land Council (**NSWALC**) is required to have a Public Interest Disclosure (**PID**) Policy under section 42 of the *Public Interest Disclosures Act 2022 (PID Act)*.

At **NSWALC**, we take reports of serious wrongdoing seriously. We are committed to encouraging staff to 'speak up' and report any conduct that they reasonably believe involves wrongdoing.

The integrity of our organisation relies upon our staff, volunteers, contractors and subcontractors speaking up when they become aware of wrongdoing.

1. Who can report?

For the purposes of the PID Act, NSWALC is considered a public authority.

This policy applies to all public officials in NSW, including:

- employees of NSWALC;
- contractors, subcontractors or volunteers who provide services or exercise functions on behalf of NSWALC;
- individuals who work for an entity (such as a non-government organisation) that is formally contracted by NSWALC to provide services or exercise functions on behalf of NSWALC – if the person is involved in that contracted work.

This policy does not apply to consultants engaged by NSWALC. While consultants may still report serious wrongdoing in accordance with this policy, they may not be entitled to the protections under the *Public Interest Disclosure Act 2022 (NSW) (PID Act)* unless NSWALC deems the report to be a PID for the purposes of the PID Act.

For more information about who can report, refer to section 1(c) of the Policy.

2. What to report

The PID Act protects staff that voluntarily report serious wrongdoing within the public sector (including NSWALC), provided the staff member honestly and reasonably believes that the information they provide shows or tends to show serious wrongdoing (known as a voluntary PID). Protection also applies to makers of 'mandatory' and 'witness' PID's. For further information, refer to section 2(b) of the Policy.

Serious Wrongdoing

You are encouraged to report serious wrongdoing by any person in the public sector, including:

- **Corrupt conduct:** including bribery, improper use of knowledge, dishonest or unfair conduct;
- **Serious maladministration:** conduct that is illegal, unreasonable, unjust, oppressive or improperly discriminatory or based on improper motives;
- **A government information contravention:** destroying, concealing or altering records in contravention of the *Government Information (Public Access) Act 2009 (Cth)*;
- **A local government pecuniary interest contravention**
- **A privacy contravention:** including unlawful accessing of a person's personal information on a NSWALC database;
- **A serious and substantial waste of public money**

For more information, including examples of serious wrongdoing that should be reported, refer to section 1(d) of the Policy.



3. How to report

Internal Officers

Staff can report internally to a NSWALC Officer. The contact details for these officers are contained in Annexure A to this document. Reporting can be done by contacting the officer directly in person, by phone or email.

Staff are also encouraged to contact their direct managers with any reporting concerns. Managers will then direct the staff members enquiry or receive the report themselves.

Reports should contain as much relevant information as possible to enable investigation into the alleged serious wrongdoing, including:

- date, time and location of key events;
- name of person(s) involved in the suspected wrongdoing, their role, title and how they are involved;
- your relationship with the person involved;
- an explanation of the matter you are reporting;
- how you became aware of the matter you are reporting;
- possible witnesses;
- other relevant information that supports the allegations.

External reporting

You may also report serious wrongdoing to:

- another public service agency – in accordance with that agency’s own PID policy accessible via their website;
- an integrity agency, including:
 - NSW Ombudsman (for serious maladministration);
 - Independent Commission Against Corruption (for corrupt conduct);
 - Privacy Commissioner (for privacy contraventions);
- a Minister or member of a Minister’s staff.

You may also report to a journalist or member of parliament, however protections under the PID act will only apply to these disclosures in limited circumstances. For more information, refer to section 1(e) of the Policy.

4. Confidentiality and Protection

If known, your identity will be kept strictly confidential by the Officer that receives the report, unless:

- you consent to the disclosure; or
- disclosure is required by law.

You are entitled to protection under the PID Act from victimisation, disciplinary action, breach of confidentiality and other detrimental conduct as a direct result of their report. For more information about these protections, refer to section 2(a) of the NSWALC Policy.

5. Support

NSWALC will ensure that you are supported in relation to your report, regardless of whether it amounts to a voluntary PID under the PID Act.

In addition to internal staff support, you are encouraged to access NSWALC’s independent employee assistance program. ACESSEAP is a free, confidential support service accessible via:

- Phone: 1800 81 87 28
- Website: www.accessseap.com.au
- Email: info@accessseap.com.au



Annexure A — NSWALC Internal Officers

Principal Officer

Yuseph Deen, Chief Executive Officer

Email: Yuseph.Deen@alc.org.au

Phone: 02 9689 4444

Disclosure Coordinator

Phil Berry, Governance Manager

Email: Phil.Berry@alc.org.au

Phone: 02 9689 4496

Disclosure Officers

Stevie Hayes, Governance Officer

Email: Stevie.Hayes@alc.org.au

Phone: 02 9689 4452

Vicky Hatzis, Governance Officer

Email: Vicky.Hatzis@alc.org.au

Phone: 02 9689 4509

Zone Directors will be the nominated Disclosure Officers in their offices:

Eastern Zone

No Zone Director Currently

Email:

Phone:

Western Zone

Sarah Trudgett, Western Zone Director

Email: sarah.trudgett@alc.org.au

Phone: 0438 034 610

Far Western Zone

Dana Hogg, Far Western Zone Director

Email: Dana.Hogg@alc.org.au

Phone: 0436 378 273

Northern Zone

Rowan Lisson, Northern Zone Director

Email: Rowan.Lisson@alc.org.au

Phone: 02 6659 1213

Southern Zone

Destiny Devow, Acting Director Southern Zone

Email: Destiny.Devow@alc.org.au

Phone: 02 6124 3573

YARPA

Shannon Mallison, Acting Director

Email: smallison@yarpa.com.au

Phone: 02 9689 4519