

Public Interest Disclosures

We encourage people to speak up about wrongdoing and we are committed to making sure people feel confident to do so. The *Public Interest Disclosure Act 2003* (PID Act) recognises the value of our employees, contractors and stakeholders reporting wrongdoing. This will assist us to improve our management and work practices.

We strongly support you to make a public interest disclosure where you identify wrongdoing.

What is a public interest disclosure?

A public interest disclosure is ...	
an appropriate disclosure	<p>A disclosure can be made by anyone, including members of the public.</p> <p>You must believe on reasonable grounds the information is or may be true.</p> <p>You must make your disclosure consciously and voluntarily under the PID Act.</p>
of public interest information	<p>Your information must:</p> <ul style="list-style-type: none"> relate to a Western Australian public officer, public authority (including Curtin University) or public sector contractor; relate to the performance of a public function; and show the public officer, public authority or public sector contractor is, has been or will be involved in wrongdoing which constitutes: <ul style="list-style-type: none"> ○ improper conduct; ○ an offence under State law; ○ substantial unauthorised or irregular use of public resources; ○ substantial mismanagement of public resources; ○ conduct involving a substantial and specific risk of injury to public health, prejudice to public safety or harm to the environment; or ○ conduct relating to matters of administration affecting someone in their personal capacity falling within the jurisdiction of the Ombudsman. <p>In addition, it cannot be protected by legal professional privilege, nor be trivial, vexatious or frivolous.</p>
made to a Proper Authority	<p>You must make your disclosure to a proper authority. This may include the person designated under s23(1)(a) for Curtin University and s5(3)(h), referred to as the Public Interest Disclosure Officer (or PID Officer), or another authority named under the PID Act whose responsibilities relate to the matters being disclosed.</p>

I think I have a public interest disclosure, what should I do?

If you think that you have a public interest disclosure about the functions or people of Curtin University, we encourage you to contact our proper authority, the PID Officer for a confidential discussion. Our PID Officer(s) are:

**Steven Tamigi, Director - Risk, Compliance & Audit (9266 7400); or
Karen Olkowski, Complaints Management Consultant, (9266 9184)**

A PID Officer will speak with you before you make your disclosure and will outline:

- your rights and responsibilities under the PID Act and the protections that will apply to you;
- whether the information is likely to be covered by the PID Act; and
- how we will manage your disclosure.

How will I be protected?

The PID Act provides protections for people who speak up. The public interest disclosure process will protect you in the following ways, as long as you use the correct procedure for making your disclosure:

- You may be entitled to receive immunity from civil or criminal liability, disciplinary action, dismissal and termination of employment or for any breach of secrecy or confidentiality that may apply to you, as a result of making a disclosure (Please note you are still liable for any wrongdoing that you may have been involved in).
- If you are our employee, we will take all reasonable steps to protect you from detrimental action, or the threat of detrimental action, because you have made or intend to make a disclosure. You may be able to apply to be relocated to prevent reprisal.
- We will protect your identity as a discloser as far as possible, except in certain circumstances outlined under the PID Act.
- You are permitted to make an anonymous public interest disclosure.

Anything else I should know?

Yes.

- You will only receive the protections of the PID Act if you make your disclosure to our PID Officer or another proper authority named in s5(3) of the PID Act.
- You must believe your information is or may be true. Knowingly or recklessly making a false or misleading disclosure is an offence.
- Be discreet by keeping your intentions about making a disclosure to yourself. Don't broadcast the fact that you are going to make, or have made, a disclosure.
- Once you make your disclosure to our PID Officer you cannot withdraw it, as you no longer 'own' the disclosure. We are obliged to investigate matters of wrongdoing that are in the public interest.

If your information is not covered by the PID Act, we still encourage you to speak-up about wrongdoing. This may be done through our complaints process – refer to our [Complaints Portal](#).

For further information about public interest disclosures, please contact our PID Officer(s) on 9266 1230 or 9266 9184. General information is also available from the Public Sector Commission - www.publicsector.wa.gov.au.