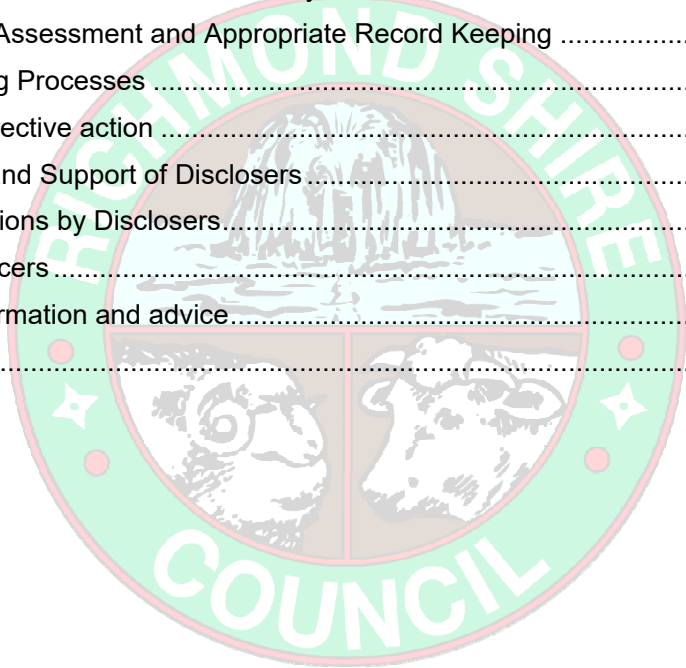


PUBLIC INTEREST DISCLOSURE MANAGEMENT PLAN



Contents

PART 1 – PUBLIC INTEREST DISCLOSURE (PID) MANAGEMENT PLAN.....	2
1. Organisational Commitment.....	2
2. Executive Team Commitments	2
3. Communication and Strategy.....	3
4. Training Strategy.....	3
5. Council Public Interest Disclosure Oversight	4
6. Confidentiality of PIDS	4
7. Monitoring and improvements.....	4
PART 2 - PROCEDURE FOR DEALING WITH PUBLIC INTEREST DISCLOSURES	5
8. Overview	5
9. How Public Interest Disclosures May be Made.....	5
10.Preliminary Assessment and Appropriate Record Keeping	7
11. Investigating Processes	8
12. Taking corrective action	9
13. Protection and Support of Disclosers.....	9
14. Further Actions by Disclosers.....	10
15. Subject Officers.....	11
16. Further information and advice.....	11
17. Definitions.....	12



PART 1 – PUBLIC INTEREST DISCLOSURE (PID) MANAGEMENT PLAN

1. Organisational Commitment

1.1 Richmond Shire Council (“Council”) recognises the important role Councillors, Council employees and members of the public can play in the identification of cases of maladministration, corrupt conduct and misuse of public resources or contraventions giving rise to dangers to public health and safety, the environment or to persons with disabilities and which may not be identified and addressed through established internal controls.

1.2 In accordance with the objectives of the *Public Interest Disclosure Act 2010* (“PID Act”) and Council’s Public Interest Disclosure Policy (“PID Policy”), it is Council’s commitment to:

- promote the public interest by facilitating public interest disclosures of wrongdoing in the public sector; and
- ensure that public interest disclosure are properly assessed and, where appropriate, properly investigated and dealt with; and
- ensure that appropriate consideration is given to the interests of persons who are the subject of a public interest disclosure; and
- afford protection from reprisals to persons making public interest disclosures.

2. Executive Team Commitments

2.1 Richmond Shire Council has an obligation to deal with wrongdoings within or associated with operational jurisdiction, and to take corrective action to appropriately deal with such wrongdoing.

2.2 Richmond Shire Council encourages any staff who reasonably considers that they have witnessed or is aware of a wrongdoing to come forward and make a disclosure in accordance with Council’s PID Policy.

2.3 Richmond Shire Council aspires to an organisational climate where all staff members feel confident and comfortable about making a disclosure of wrongdoing and feel safe in the knowledge that they will not be subject to or are provided strong protections against reprisal.

2.4 Richmond Shire Council believes that disclosing wrongdoing is embedded in this Council’s values, in particular, ensuring that all staff and Council itself can be seen by the public as acting with integrity in accordance with our ‘Code of Conduct for Employees’ and Code of Conduct for Councillors.

Further, Council believes that staff who come forward with disclosures of wrongdoing are acting as exemplary organisational citizens by assisting Council in promoting openness, accountability and good management.

2.5 When a staff member comes forward with information about wrongdoing, Council commits to the following:

- protect the dignity, wellbeing, career interests and good name of all persons involved.
- protecting the discloser from any adverse action as a result of making a disclosure.
- treating any bullying, harassment, unfair treatment, victimisation or discrimination that results from a disclosure being made as a breach of Council's code of conduct for Employees and Council's Code of Conduct for Councillors and Council's PID Policy.
- responding to the disclosure thoroughly and impartially.
- where some form of wrongdoing has been found, taking appropriate action to deal with it.
- keeping the discloser informed of the progress and outcome.

3. Communication and Strategy

3.1 This PID Management Plan and associated procedures will be posted on the Council's website and available through Council's records management system.

3.2 Information promoting Council's PID Policy and procedures will be provided to staff on an annual basis via Council's payroll chat and notice boards.

4. Training Strategy

4.1 Staff Public Interest Disclosure Awareness

- Public Interest Disclosure awareness training will be provided to all staff as a part of the employee induction process and at staff meetings (at least once annually). This training will include:

- 4.1..1 the identification of what is a "wrongdoing"
- 4.1..2 the correct way to make a public interest disclosure
- 4.1..3 an outline of the support and protections afforded to disclosure of wrongdoings
- 4.1..4 how public interest disclosure will be managed
- 4.1..5 officers responsibilities regarding confidentiality
- 4.1..6 officers responsibilities with regards to reprisal

4.2 Staff PID Management

- Senior managers and other staff who may receive or manage public interest disclosures, persons making disclosures or other workplace issues relating to public interest disclosure management will be provided annual training regarding these processes.
- Council's nominated PID coordinator and staff required to undertake detailed investigations of public interest disclosures will receive investigations skills training.

4.3 Councillor Training

- a) Councillors will be briefed regarding both public interest disclosure awareness and public interest disclosure management following each quadrennial election.

5. Council Public Interest Disclosure Oversight

5.1 The Chief Executive Officer will nominate a suitable officer to be Council's PID coordinator.

The PID coordinator will be responsible for:

- Providing staff training public interest disclosure awareness and public interest disclosure management
- Applying consistent and appropriate assessment procedures to determine which complaints meet the requirements of the PID Act for treatment as a public interest disclosure.
- Monitoring the investigation and resolution of public interest disclosure
- Managing or coordinating the support and protection offered to disclosers, including PID support officers.
- Collecting, reporting and reviewing data via a secure confidential reporting system about public interest disclosures received, and
- Reporting public interest disclosure information to Council's Executive Management Team (as required) and to the Queensland Ombudsman, via the Public Interest Disclosure Database, as required and by 30th June of each year.

6. Confidentiality of PIDS

- Section 65 of the Public Interest Disclosure Act 2010 makes it an offence for a person to make a record of the information, or intentionally or recklessly disclose, the confidential information received in the administration of the PID Act to anyone, except when authorised to do so under section 65(3) of the PID Act.
- Council public officers who make or receive a PID, or who otherwise lawfully receive information from the administration of the PID Act, must not disclose that information pertaining to the PID in a manner which is unlawful under the Public Interest Disclosure Act 2010.
- Furthermore, Council's code of conduct for Employee's and Council's code of conduct for Councillors and all Council employee contracts places a requirement for Council staff to treat all information held by Council with an appropriate level of confidentiality. Council officers are required to adhere to confidentiality provisions of section 65 (3) of the Public Interest Disclosure Act 2010 and the Information Privacy Act 2009 and Council's Code of Conduct for Employees and Council's Code of Conduct for Councillors Policies.

7. Monitoring and improvements

7.1 It is expected that the public disclosure process will assist to:

- Promote good governance of Council's operations through the investigation of, and attention to matters, which might otherwise not come to the attention of the Chief Executive Officer, and
- Result in the identification of public health and safety and environmental protection issues and their referral to appropriate authorities.

7.2 The PID coordinator will provide an annual report for each financial year by 30 July, to the Executive Management Team on:

- Issues arising from public interest disclosures received during the period
- Effectiveness of Council's policy and procedures.

PART 2 – PROCEDURE FOR DEALING WITH PUBLIC INTEREST DISCLOSURES

8. Overview

8.1 Public Interest disclosures involve the supply of information to relevant public sector agencies and which may include Richmond Shire Council, that reasonably indicates a wrongdoing. To receive the unique protections of the PID Act a disclosure must fall within the definition as per section 12 and 13 of the *Public Interest Disclosure Act 2010* as reflected in Councils PID policy.

Matters that could give rise to a valid public interest disclosure are:

- a) a substantial and specific danger to the health or safety of a person with a disability, or
- b) a substantial and specific danger to the environment, or
- c) the conduct of another person that could, if proved, be reprisal, or
- d) corrupt conduct
- e) maladministration that adversely affects a person's interest in a substantial and specific way, or
- f) a substantial misuse of public resources, or
- g) a substantial and specific danger to public health or safety.

8.2 Council and its Executive Management Team encourage the making of public interest disclosures and are committed to the protection of persons who make such disclosures. However, a person making a disclosure should also be aware that Council considers it is a serious offence for employees, Councillors or members of the public to make false or misleading claims with the intent that it be acted by Council as a public interest disclosure, or to defame a person/s or an organisation. Persons should only make a public interest disclosure when they honestly believe on reasonable grounds the information, they are disclosing to be correct. Where Council discovers that a false disclosure has been made with vexation intent, such discloser may be subject to disciplinary action in accordance with Council's code of conduct or, if appropriate, other legal action.

9. How Public Interest Disclosures May be Made

9.1 In accordance with section 17 (3) of the PID Act, public interest disclosures may be made to a person of 'property authority'. A person of proper authority includes any of the following person of a 'public sector entity' (see s6 of the PID Act) where such 'public sector entity' or its officers' would conduct business or undertake a function that relates to the nature of information being disclosed, the entity was the appropriate entity for the matter previously disclosed and such disclosure relates to a reprisal by another person associated with that previous disclosure, or that based on the information being disclosed, the entity has jurisdiction to investigate or remedy the subject matter of the disclosure:

- The Chief Executive Officer
- Any person in a supervisory or management position, or
- The Mayor, or
- Human Resources department, or
- PID coordinator

9.2 A person may also make a public interest disclosure to a member of the Legislative Assembly of the Queensland Parliament.

9.3 In certain circumstances, in accordance with section 20 of the PID Act, a public interest disclosure may be made to a journalist. A public interest disclosure may only be made to a journalist if a person (including an employee), has already made a public interest disclosure, and the entity to which it was referred, and the entity:

- decided not to investigate or deal with the public interest disclosure, or:
- investigated the public interest disclosure but did not recommend any action be taken, or:
- did not notify the discloser within 6 months whether or not the public interest disclosure would be dealt with or investigated.

9.4 If a matter is disclosed to a Member of the Legislative Assembly (MP), such member may refer the matter to another public sector entity if the MP considered that the referral entity has the power to investigate or remedy the matter that is the subject of the disclosure. The PID Act itself does not provide a role for MPs in investigating public interest disclosure.

9.5 A public interest disclosure may be made either verbally or writing. However, where public interest disclosure is of a complex nature or involves serious allegations against a Councillor or a Council Officer, it is recommended that the disclosure be submitted in writing and marked 'Private and Confidential' to the Chief Executive Officer or PID Coordinator, Councillor or Mayor as appropriate.

9.6 The public interest disclosure should detail the incident or issue of concern in sufficient detail to enable an appropriate investigation to be conducted. Council will accept and process anonymous public interest disclosures but with the discloser's details Council will be unable to contact the discloser to obtain further information or to provide feedback. Depending on circumstances, discloser should supply:

- their name and contact details (desirable),
- the nature of wrongdoing,
- who they think did the wrongdoing (if possible),
- when and where the wrongdoing occurred,
- events surrounding the issue,
- whether they did anything in response to the wrongdoing,
- others who know about the wrongdoing and have allowed it to continue.

9.7 Council will endeavour to detect any communication received which could constitute a PID. However, due to the volumes of complaints and service request which we process, persons wishing to have their communication regarded as a public interest disclosure are strongly encouraged to express that wish when making the disclosure.

10. Preliminary Assessment and Appropriate Record Keeping

10.1 All public interest disclosures and suspected public interest disclosures will be referred to the PID coordinator for processing. Prior to commencement any referral or investigation processes, the PID coordinator will complete a 'Public Interest Disclosure Assessment Form' and undertake the following steps:

- a) **Step 1** – Assess whether the subject matter qualifies as a public interest disclosure within the meaning of the PID Act.

In assessing a disclosure, the officer must determine if:

- the person making the disclosure is able to receive the protection of the Act,
- the disclosure concerns a matter about which a public interest disclosure can be made,
- the disclosure meets either the subjective or objective test set out in the Act,
- the disclosure has been made to an individual or entity who may receive a public interest disclosure, and
- the disclosure has been made in accordance with Council's procedure or to a person listed in the Act.

- b) **Step 2** – Determine whether the subject matter should be referred to another public sector agency.

This would apply if the disclosure is about:

- the conduct of the referral entity or a public officer of the referral entity; or
- the conduct of an entity (including itself, or
- another matter, that the referral entity has the power to investigate or remedy.

Referral to another public sector agency will not be made where the PID coordinator considers there is an unreasonable risk that a reprisal would happen because of the referral. Where practical, the officer will consult with the person who made the disclosure to determine whether there would be an unacceptable risk.

- c) **Step 3** – Determine whether Council should investigate the disclosure. In accordance with Section 30 of the PID Act, Council may decide not to investigate or deal with a public interest disclosure if:

the substance of the disclosure has already been investigated or dealt with by another appropriate process; or

- the entity reasonably considers that the disclosure should be dealt with by another appropriate process; or
- the age of the information the subject of the disclosure makes it impracticable to investigate; or
- the entity reasonably considers that the disclosure is too trivial to warrant investigation and that dealing with the disclosure would substantially and unreasonably divert the

resources of the entity from their use by the entity in the performance of its functions;
or

- another entity that has jurisdiction to investigate the disclosure has notified the entity that investigation of the disclosure is not warranted.
- d) **Step 4** – Complete a ‘PID Risk Assessment Form’ and conduct a risk assessment of a reprisal to the discloser and others associated with the discloser (including those who may wrongly be suspected of being a discloser) as a consequence of Council’s investigation of the disclosure and subsequent actions.

If the risk is assessed as sufficiently high, a protection plan will be prepared to protect the discloser. Where feasible, this will be developed in consultation with the discloser and other relevant stakeholders.

- e) **Step 5** – Register the discloser or the entity that referred the disclosure, reasonable information:

- confirmation that the disclosure was received by Council,
- a description of the action proposed to be taken, or taken, by Council in relation to the disclosure,
- if action has been taken by Council in relation to the disclosure – a description of the results of the action,
- the likely timeframes (if possible),
- their involvement in the investigation process,
- the importance of maintaining confidentiality,
- the protections under the PID Act that will apply,
- that Council will keep the information disclosed, including the discloser’s identity confidential, except as allowed under the PID Act,
- how they will be advised of progress and outcomes, and
- who to contact if they want further information or are concerned about reprisals.

If Council decides not to investigate or deal with a public interest disclosure, it will give written reasons for its decision to the making the disclosure (provided that their identity and contact details are known).

11. Investigating Processes

11.1 The PID coordinator will commission an investigation of all public interest disclosures except where a contrary decision has made under Step 3 above. Where appropriate, an external investigator will be engaged for this purpose.

In all cases the investigator must:

- have the necessary skills or training to perform that task in a professional manner,
- not be under the direction of a person being investigated,
- be sufficiently removed from the issue as not to have a conflict of interest or perceived conflict of interest when undertaking the investigation,
- when assessing (and where necessary, investigating and taking action on) a public interest disclosure involving allegations against Council officers, take account of Council’s obligations to the subject officers. The fact that Council is relying on

information obtained through a public interest disclosure for any subsequent disciplinary process does not exempt Council from its obligations to the subject officers.

12. Taking corrective action

12.1 On conclusion of the investigation, the investigator (if not the PID coordinator) will provide the PID coordinator with a written report detailing the process followed and their findings. The PID coordinator will forward copies of the report to the Chief Executive Officer and the person who made the disclosure.

12.2 The Chief Executive Officer will utilise the report as appropriate to:

- inform of improvements to service delivery, business processes and internal controls,
- recommend any amendments to Council policies,
- recommend amendments of this management plan to improve its effectiveness, or
- initiate disciplinary action.

12.3 Where disciplinary action is commenced arising from a public interest disclosure, the subject officer(s) will be afforded the rights as provided in Council's Code of Conduct.

13. Protection and Support of Disclosers

13.1 Council will provide protection and support for persons making public interest disclosures against reprisals by:

- treating all public interest disclosures as confidential information to be recorded on protected files, and
- taking firm disciplinary action against any officer found to have disclosed a public interest disclosure contrary to this policy or to have taken reprisal action against the discloser.

13.2 A person making a public interest disclosure is not subject to any civil or criminal liability, or any liability arising by way of administrative process, including disciplinary process for making the disclosure.

In particular:

- in a proceeding for defamation has a defence of absolute privilege for making a public interest disclosure, and
- a person, who would otherwise be required to maintain confidentiality about the disclosed information and any Act, oath, rule of law or practice does not contravene an Act, oath, and rule of law or practice by making a disclosure.

13.3 However, a person's liability for their own conduct is not affected by the person making a disclosure under the Act.

13.4 Disclosures made under the PID Act are protected from being disclosed in response to applications made under the *Right to Information 2009*. It should be noted however that agencies such as the Crime and Corruption Commission may require full disclosure of information held by Council. Also, persons making public interest disclosure should

understand that their identity may become evident to other persons because of investigation processes.

13.5 Both during and following the investigation process support for disclosers will be provided proportionate to the risk of reprisal, and the potential consequence of a reprisal. Protections under the Act are only available to a person who makes a public interest disclosure to a proper authority. For example, a person making a public interest disclosure to a journalist prior to making a public interest disclosure to a proper authority would not be afforded the protections of the PID Act.

13.6 Similarly, vexatious allegations with no reasonable basis will also not be afforded the protections of the PID Act.

13.7 In the event of a reprisal being alleged or suspected, Council will act in the interest of the discloser by:

- attending to the safety of the discloser(s) or affected third parties as a matter of priority,
- reviewing the risk assessment of reprisal and any protective measures needed, and
- managing any allegations of a reprisal as a public interest disclosure in its own right.

13.8 Council will assist employees who make public interest disclosure by:

- regularly checking on the discloser's well-being,
- providing the discloser access to a PID support officer,
- advising the discloser of the availability of the Employee Assistance Program, and
- where the health of the discloser becomes a concern, liaising with officers responsible for occupational work health and safety.

14. Further Actions by Disclosers

14.1 Within 28 days of a person receiving written notification that the PID coordinator has decided under Step 3 (above) not to investigate or deal with their disclosure, the person who made the disclosure may apply to the Chief Executive Officer for a review of that decision.

14.2 A person dissatisfied with Council's handling of their public interest disclosure has an internal right of review to the Chief Executive Officer.

14.3 If the discloser is dissatisfied with the action taken on a decision:

- for corrupt conduct the discloser can contact the Crime and Corruption Commission (CCC)
- **for a reprisal:** the discloser may choose from the following options:
 - Contacting the Queensland Human Rights Commission
 - Applying to the Queensland Industrial Relations Commission (QIRC) or the Supreme Court for an injunction about a reprisal, (Conditions do apply to these options. See the PID coordinator for more information).
- **for maladministration** the discloser contact is the Queensland Ombudsman.

14.4 The disclosure may seek their own legal advice regarding an appeal to the Supreme Court for a review of the decision under the Judicial Review Act 1991.

14.5 Section 46 (Right of appeal or review of public officer) of the PID Act makes a provision for appeal or review of disciplinary actions taken against a public officer, transfer or appointment to another position and unfair treatment. A public officer has the right to appeal an action or decision which was taken as a reprisal against that public officer.

14.6 All public interest disclosure decisions letter will contain a right of review that encompasses both internal and external review for subject officers and disclosures, an example of which is provided below:

Right of review

If you are not satisfied with this decision, you may contact the PID coordinator to undertake an internal review of this decision.

The appropriate body for external review will be determined by the nature of the disclosure. When the public interest disclosure (PID) is received, the PID coordinator will assess the PID against sections 12 and 13 of the Public Interest Disclosure Act 2010 to determine which subject category the disclosure falls into.

When acknowledging receipt of the PID, the PID coordinator will nominate the appropriate external review agency.

15. Subject Officers

15.1 If, through the proper administration of the Public Interest Disclosure 2010, a public officer of the Council learns they are the subject (subject officer) of an enquiry resulting from a PID, they may seek assistance from their legal representatives or industrial union.

15.2 At the appropriate time, subject officers will be given the opportunity to respond to an adverse allegation before the adverse finding is made.

15.3 The subject officer will be assumed innocent until evidence is produced to the require standard of proof to show otherwise.

15.4 Subject officers are recommended to use Council's Employee Assistance Program.

16. Further information and advice

Internal:

Richmond Shire Council

Enquiries: Monday to Friday 8.20am to 5pm

Phone (07) 4719 3377

Email: enquiries@richmond.qld.gov.au

External:

Queensland Ombudsman Advisory Service

The Queensland Ombudsman has been allocated responsibility for providing advice and guidance to public sector entities and officials to meet their responsibilities created from the Public Sector Ethics Act 1994 and Public Interest Disclosure 2010.

Enquiries: Monday to Friday 9.30am to 4pm

Phone: (07) 3005 7000

Online: <https://www.ombudsman.qld.gov.au/make-a-complaint/makecomplaint>

Code of Conduct for the Queensland Public Service

The following guidelines for Public Interest Disclosures are available free from the following links:

<https://www.forgov.qld.gov.au/pay-benefits-and-policy/public-service-values-and-conduct/conflicts-of-interest-gifts-and-benefits/declare-an-interest>

<https://www.ombudsman.qld.gov.au/how-to-complain/how-to-make-a-public-interest-disclosure>

17. Definitions

Term	Definition
Administrative Action	<p>a) Means any action about a matter of administration, including, for example:</p> <ul style="list-style-type: none">i) a decision and an act: andii) a failure to make a decision or do an act, including a failure to provide a written statement of reasons for a decision: andiii) the formulation of a proposal of intention: andiv) the making of recommendation, including recommendation made to a Ministerv) an action take because of a recommendation made to a Minister; and <p>b) does not include an operational plan of a police officer or of an officer of the Crime and Corruption Commission.</p>
Corrupt Conduct	<p>As defined in section 15 of the <i>Crime and Corruption Act 2001</i></p> <p>1) Corrupt Conduct means conduct of a person regardless of whether the person holds or held an appointment, that –</p> <ul style="list-style-type: none">a) Adversely affects, or could adversely affect, directly or indirectly, the performance of functions or the exercise of powers of:<ul style="list-style-type: none">i) A unit of public administration; orii) A person holding an appointment; andb) Results, or could result, directly or indirectly, in the performance of functions or the exercise of powers mentioned in paragraph (a) in a way that –<ul style="list-style-type: none">i) Is not honest or is not impartial; orii) Involves a breach of the trust placed in a person holding an appointment, either knowingly or recklessly; oriii) Involves a misuse of information or material acquired in or in connection with the performance of functions or the

	<p>exercise of powers of a person holding an appointment; and</p> <p>c) Would, if proved be –</p> <ul style="list-style-type: none"> i) A criminal offence; or ii) A disciplinary breach providing reasonable grounds for terminating the person’s services, if the person is or were the holder of an appointment. <p>2) Corrupt conduct also means conduct of a person, regardless of whether the person holds or held an appointment, that-</p> <ul style="list-style-type: none"> a) Impairs, or could impair, public confidence in public administration; and b) Involves, or could involve, any of the following – <ul style="list-style-type: none"> i) Collusive tendering ii) Fraud relating to an application for a licence, permit or other authority under an Act with a purpose or object of any of the following (however described) – <ul style="list-style-type: none"> A) Protecting health or safety of persons; B) Protecting the environment; C) Protecting or managing the use of the State’s natural, cultural, mining or energy resources; iii) Dishonestly obtaining, or helping someone to dishonestly obtain, a benefit from the payment or application of public funds or the disposition of State assets; iv) Evading a State tax, levy or duty or otherwise fraudulently causing a loss of State revenue; v) Fraudulently obtaining or retaining an appointment; and c) Would, if proved, be – <ul style="list-style-type: none"> i) A criminal offence; or ii) A disciplinary breach providing reasonable grounds for terminating the person’s services, if the person is or where the holder of an appointment.
Detriment	<p>Includes –</p> <ul style="list-style-type: none"> a) Personal injury or prejudice to safety; and b) Property damage or loss; and c) Intimidation or harassment; and d) Adverse discrimination, disadvantage or adverse treatment about career, profession, employment, trade or business; and e) Financial loss; and f) Damage to reputation, including, for example, personal, professional or business reputation.
Employee	<p>Of an entity, includes a person engaged by the entity under a contract of service.</p>
Environment	<p>The term ‘environment’ has the same meaning as per the <i>Environmental Protection 1994</i>.</p> <p>Environment includes –</p> <ul style="list-style-type: none"> a) Ecosystems and their constituent parts, including people and communities; and b) All natural and physical resources; and

	<p>c) The qualities and characteristics of locations, places and areas, however large or small that contribute to their biological diversity and integrity, intrinsic or attributed scientific value or interest, amenity harmony and sense of community; and</p> <p>d) The social, economic, aesthetic and cultural conditions that affect, or are</p> <p>affected by, things mentioned in paragraph (a) to (c).</p> <p>Danger to the environment refers to any substantial and specific danger that is an offence, or the contravention of a condition imposed under Queensland environmental legislation (as listed in schedule 2 of PIDA).</p>
Investigate	Includes take evidence
Maladministration	<p>As defined in schedule 4 of the <i>Public Interest Disclosure Act 2010</i>, maladministration is an administrative action that –</p> <p>a) Was taken contrary to law; or</p> <p>b) Was unreasonable, unjust, oppressive, or improperly discriminatory;</p> <p>Or</p> <p>c) Was in accordance with a rule of law or a provision of an Act or a practice that is or may be unreasonable, unjust, oppressive, or improperly discriminatory in the particular circumstances; or</p> <p>d) Was taken –</p> <p>i) For an improper purpose –</p> <p>ii) On irrelevant grounds; or</p> <p>iii) Having regard to irrelevant considerations; or</p> <p>e) Was an action for which reasons should be given, but were not given; or</p> <p>f) Was based wholly or partly on mistake of law or fact; or</p> <p>g) Was wrong</p>
Proper authority	A person or organisation that is authorised under the <i>Public Interest Disclosure Act 2010</i> to receive disclosures.
Public officer	A public officer, of a public sector entity, is an employee, member or officer of the entity.
Reprisal	<p>The term 'reprisal' is defined under the <i>Public Interest Disclosure Act 2010</i> as causing, attempting to cause or conspiring to cause detriment to another person in the belief that they or someone else:</p> <p>a) Has made or intends to make a disclosure; or</p> <p>b) Has been or intends to be involved in a proceeding under the disclosure Act against any person.</p> <p>Reprisal under the <i>Public Interest Disclosure Act 2010</i> is a criminal offence and investigations may be undertaken by the Queensland Police Service.</p>
Subject Officer	An officer who is the subject of allegations of wrongdoing made in a disclosure.

Associated Legislation, Policies and Forms

- *Crime and Corruption Act 2001*
- *Local Government Act 2009*
- *Ombudsman Act 2001*
- *Public Interest Disclosure Act 2010*
- *Right to Information Act 2009*
- *Public Records Act 2002*
- *Public Sector Ethics Act 1994*
- Council Public Interest Disclosure Policy
- Council Public Interest Disclosure Procedure
- Council Code of Conduct for Employees
- Council Code of Conduct for Councillors
- Public Interest Disclosure Form
- Public Interest Disclosure Assessment – Internal Checklist
- Public Interest Disclosure - Internal Risk Assessment

