



The Public Interest Disclosures Act 2002 encourages public officers to make protected disclosures (i.e. “blow the whistle”), provides for proper investigation of protected disclosures and protection for whistle blowers.

## What is a protected disclosure?

A protected disclosure must be about:

- TasWater (or a TasWater officer or employee)
- An act or behaviour which is connected to TasWater’s business, and which is either:
  - Improper conduct
  - Corrupt conduct
  - Detrimental action.

## What sorts of behaviour can I report?

Improper conduct, e.g. any crime, corruption, wasting of public resources, causing a public health risk, causing a safety risk or breaching TasWater’s Code of Conduct.

Corrupt conduct, e.g. interfering with proper process, dishonesty, improper preference, misuse of TasWater information.

Detrimental action, e.g. assaulting, threatening, intimidating, harassing or discriminating against a person who “blows the whistle”.

## Who can make a protected disclosure?

Any public officer of TasWater can make a protected disclosure.

For TasWater, a public officer includes:

- An officer or employee
- Someone who supplies goods or services to TasWater (i.e. a contractor)
- An employee or subcontractor of a TasWater contractor.

## How do I make a report?

If you want to report improper conduct, and gain the benefit of the protections offered to a whistle bower under the Act, you must report the relevant conduct to one of the people listed below.

If you make a report to someone else it will not necessarily fall within the Act, and you may not be entitled to the same protections.

You can report misconduct to any of the following:

- [Speakup@taswater.com.au](mailto:Speakup@taswater.com.au)
- Ailsa Sypkes, General Manager Legal and Governance
- Mike Brewster, CEO
- Ombudsman Tasmania
- Integrity Commission.

You can make a report verbally or in writing and you can also do it anonymously, although you will need to demonstrate that you are a TasWater officer, employee or contractor.

## What happens after I make a report?

The report will be assessed to determine if it is a protected disclosure and whether it should be referred to someone else (e.g. Ombudsman or the police).

If it is a protected disclosure and is not referred elsewhere, a Welfare Manager will be appointed to be your support person throughout the process.

An investigation will be undertaken, either by someone within TasWater or from outside TasWater. The investigator will decide whether the allegations are made out and whether there are any steps TasWater should take to fix the issue and/or stop it happening again.

# Public Interest Disclosures (whistle blowers)

Information sheet, March 2018



## What about me?

Your report will be treated in confidence. Any records relating to your report will be held securely, with restricted access and you will not be identified in any of those records.

The investigator will need to discuss your allegations with you and you will be kept informed about the progress and outcomes of the investigation.

The Welfare Manager will support you throughout the process. Any discussions between you and the Welfare Manager will be confidential.

It is illegal to threaten, intimidate, harass, physically harm or discriminate against someone who has “blown the whistle”. You should report any such behaviour to the Welfare Manager immediately.

## Further information

[Public Interest Disclosure Procedures Manual](#)  
[Corporate Code of Conduct](#)

### Ombudsman Tasmania

Email: [ombudsman@ombudsman.tas.gov.au](mailto:ombudsman@ombudsman.tas.gov.au)

Phone: 1800 001 170

### Integrity Commission

Email: [integritycommission@integrity.tas.gov.au](mailto:integritycommission@integrity.tas.gov.au)

Phone: 1300 720 289

## Employee Assistance Program

TasWater provides free counselling as part of our Employee Assistance Program through Newport and Wildman (1800 650 204).

