



Managing Public Interest Disclosures in the workplace

Information for organisations authorised to receive Public Interest Disclosures (PIDs)

Your role in reporting and managing improper conduct in the public sector

It takes courage to speak up about improper conduct and detrimental action in the workplace. We want to create a culture in the public sector where those who do speak up aren't afraid to do so and know they are protected.

If you're authorised to receive Public Interest Disclosures, or PIDs for short, or if you're a PID Coordinator, you're responsible for handling potential disclosures and reporting them to IBAC. You also have an important role in the PID process and in making sure your co-workers know the systems in place to protect them if they make a disclosure.

What are PIDs?

Reports and complaints about improper conduct or detrimental action are known as **Public Interest Disclosures (PIDs)**.

They can be made about a public body or public officer, as well as about people who seek to improperly influence public bodies and public officers.

As a PID Coordinator, it's your responsibility to report PIDs directly to IBAC

IBAC is Victoria's independent anti-corruption and police oversight agency. We're here to prevent and expose public sector corruption and police misconduct, with the overall goal of strengthening integrity within our state.

IBAC plays an important role in managing and investigating PIDs in Victoria. This includes assessing PIDs and making decisions about what happens next. IBAC also has an important role in providing guidance and education about the PID legislation.

You're also responsible for making sure your workplace supports people who speak up about improper conduct

Steps you can take to provide support in the workplace for PIDs can include:

- Making sure people feel comfortable to speak up and know what behaviour to look out for.
- Providing support to disclosers, which includes sharing information, having open but confidential conversations, and proactively addressing any concerns a discloser raises with you.
- Reassuring staff, and establishing processes to ensure, that detrimental action will not be tolerated.

Remember, confidentiality and trust are key

When a PID is reported, the identity of whoever made the disclosure stays confidential and is legally protected. People who make disclosures won't be fired, disciplined or bullied for making the disclosure and no legal action will be taken against them. It is important they know this.



Help us make sure that everyone working in the public sector feels safe and supported to speak up against improper conduct and detrimental action.

You can report PIDs by:



Filling out the secure online form at www.ibac.vic.gov.au



Calling **1300 735 135** for further assistance.



If you need help with translation, call Translating and Interpreting Service on 13 14 50 or visit www.ibac.vic.gov.au/mylanguage