

1 Policy History

Revision No.	Council Meeting Date	Minute No.	Adoption Date
1	04/07/1995	495	04/07/1995
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5	14/03/2006	92	14/03/2006
6	11/05/2010	0142	11/05/2010
7	26/07/2011	0255	26/07/2011
8	09/06/2015	15/161	09/06/2015
9	24/09/2019	19/302	25/10/2019

2 Policy Purpose

In accordance with the *Public Interest Disclosures Act 1994* (PID Act), this Policy provides information about the process and procedure for dealing with public interest disclosures.

3 Policy Scope

This Policy applies to Councillors and staff including permanent, temporary and casual employees, consultants and individual contractors working for Griffith City Council (Council).

This Policy also applies to members of Committees including the Independent Hearing and Assessment Panel and other advisory Committees. It will also apply to other people who perform public official functions such as volunteers.

4 Policy Statement

Council is committed to encouraging and supporting the reporting of wrongdoing, and to protecting those who make disclosures from any adverse action motivated by their report, keeping their identity confidential where possible.

4.1 Policy Objective

Griffith City Council is committed to high standards of ethical and accountable conduct and confirms that it will not tolerate any form of wrongdoing.

Employees, management and Councillors share a responsibility to seek ways of continually improving Council's effectiveness and they are the best source of information on how this can be done. The absence of corruption, maladministration, contravening government information requirements and serious and substantial waste will contribute to Council's goals being successfully met.

Griffith City Council is committed to creating an environment whereby Council officials and officers will freely report any serious wrongdoings. Council officials or officers who come forward and report wrongdoing are helping to promote integrity, accountability and good

management within the Council. When this occurs Griffith City Council is committed to supporting and protecting Council officials or officers who have reported the wrongdoings to ensure they are free from any reprisals.

The implementation of an “Internal Reporting Policy” (the policy) promotes the above and also supplements the provisions of the standards that are set within Council’s adopted Code of Conduct Policy and Grievance Policy. It also ensures Griffith City Council’s compliance with the provisions of the Public Interest Disclosures Act 1994.

The policy applies to Council staff, as well as Councillors and will be supported by a number of procedures which have been based on guidelines produced by the NSW Ombudsman.

4.2 Policy Statement

The implementation of this policy and associated procedures ensures Griffith City Council is committed to:

- (a) creating a climate of trust, where Council officials or officers are comfortable and confident about reporting wrongdoing
- (b) encouraging Council officials or officers to come forward if they have witnessed what they consider to be wrongdoing within the Council
- (c) keeping the identity of the Council officials or officers disclosing wrongdoing confidential, wherever possible and appropriate
- (d) protecting Council officials or officers who make disclosures from any adverse action resulting from them making the report
- (e) dealing with reports thoroughly and impartially and if some form of wrongdoing has been found, taking appropriate action to rectify it
- (f) keeping Council officials or officers who make reports informed of their progress and the outcome
- (g) encouraging Council officials or officers to report wrongdoing within the Council, but respecting any decision to disclose wrongdoing outside the Council – provided that disclosure outside the Council is made in accordance with the provisions of the PID Act
- (h) ensuring managers and supervisors at all levels in the Council understand the benefits of reporting wrongdoing, are familiar with this policy, and aware of the needs of those who report wrongdoing
- (i) providing adequate resources, both financial and human, to:
 - (i) encourage reports of wrongdoing
 - (ii) protect and support those who make them
 - (iii) provide training about how to make reports and the benefits of internal reports to the Council and the public interest generally
 - (iv) properly assess and investigate allegations

- (v) properly manage any workplace issues that the allegations identify or that result from a report
- (vi) correct any problem that is identified
- (j) reassess / review the policy periodically to ensure it is still relevant and effective.

4.3 Roles and responsibilities of Council officials or officers

This policy will apply to:

- both Council staff and Councillors
- permanent employees, whether full-time or part-time
- temporary or casual employees
- consultants
- individual contractors working for the Council
- employees to contractors providing services to Council
- other people who perform Council official functions whose conduct and activities could be investigated by an investigation authority, including volunteers

This policy also applies to public officials of another Council or public authority who report wrongdoing relating to Griffith City Council.

Council officials or officers are encouraged to report known and suspected wrongdoing within Council. This policy is one of several relating to grievances and complaints including Council's adopted Code of Conduct Policy and Council's Grievance Policy.

Council officials or officers are encouraged to support those who have made disclosures, as well as protect and maintain their confidentiality. They must not victimise or harass anyone who has made a disclosure.

Definition: Whenever Council officials or officers are hereby mentioned in this policy, it refers to the following:

- both Council staff and Councillors
- permanent employees, whether full-time or part-time
- temporary or casual employees (including volunteers)
- consultants
- individual contractors working for the Council
- employees to contractors providing services to Council
- other people who perform Council official functions whose conduct and activities could be investigated by an investigation authority, including volunteers

4.4 What should be reported?

You should report any suspected wrongdoing you see within the Griffith City Council. Reports about the five categories of serious wrongdoing – corrupt conduct, maladministration, serious and substantial waste of public money, government information contravention and local government pecuniary interest contravention – will be dealt with under the PID Act as public interest disclosures and according to this policy.

4.4.1 Corrupt conduct

Corrupt conduct is the dishonest or partial exercise of official functions by a public official. For example, this could include:

- (a) the improper use of knowledge, power or position for personal gain or the advantage of others
- (b) acting dishonestly or unfairly, or breaching public trust
- (c) a Council official being influenced by a member of public to use their position in a way that is dishonest, biased or breaches public trust

For more information about corrupt conduct, see the NSW Ombudsman's guideline on [what can be reported](#).

4.4.2 Maladministration

Maladministration is conduct that involves action or inaction of a serious nature that is contrary to law, unreasonable, unjust, oppressive or improperly discriminatory or based wholly or partly on improper motives. For example, this could include:

- (a) making a decision and/or taking action that is unlawful
- (b) refusing to grant an approval for reasons that are not related to the merits of their application

For more information about maladministration, see the NSW Ombudsman's guideline on [what can be reported](#).

4.4.3 Serious and substantial waste in local government

Serious and substantial waste is the uneconomical, inefficient or ineffective use of resources that could result in the loss or wastage of local government money. This includes all revenue, loans and other money collected, received or held by, for or on account of Council. For example, this could include:

- (a) not following a competitive tendering process for a large scale contract
- (b) poor project management practices leading to projects running over time
- (c) having poor or no processes in place for a system involving large amounts of public funds

For more information about serious and substantial waste, see the NSW Ombudsman's guideline on [what can be reported](#).

4.4.4 Government information contravention

A government information contravention is a failure to properly fulfil functions under the *Government Information (Public Access) Act 2009* (GIPA Act). For example, this could include:

- (a) destroying, concealing or altering records to prevent them from being released
- (b) knowingly making decisions that are contrary to the legislation
- (c) directing another person to make a decision that is contrary to the legislation

For more information about government information contravention, see the NSW Ombudsman's guideline on [what can be reported](#).

4.4.5 Local government pecuniary interest contravention

A local government pecuniary interest contravention is a failure to fulfil certain functions under the Local Government Act 1993 relating to the management of pecuniary interests. These include obligations to lodge disclosure of interests returns, lodge written declarations and disclosure pecuniary interests at Council and Council Committee meetings. A pecuniary interest is an interest that a person has in a matter because of a reasonable likelihood or expectation of appreciable financial gain or loss to the person.

For example, this could include:

- (a) a senior Council staff member recommending a family member for a Council contract and not declaring the relationship
- (b) a General Manager holding an undisclosed shareholding in a company competing for a Council contract
- (c) a Councillor participating in consideration of a DA for a property they or their family have an interest in

For more information about local government pecuniary interest contravention, see the NSW Ombudsman's guideline on [what can be reported](#).

4.4.6 Other wrongdoing

Although reports about the previous four categories of conduct can attract the specific protections of the PID Act, you should report all activities or incidents that you believe are wrong.

For example, these could include:

- (a) harassment or unlawful discrimination
- (b) reprisal action against a person who has reported wrongdoing
- (c) practices that endanger the health or safety of Council officials or officers or the public

These types of issues should be reported to a supervisor, in line with the following Griffith City Council's policies:

External

Code of Conduct Policy (GC-CP-404)

Internal

Harassment in the Workplace

Dispute and Grievance Resolution (HR-PO-228)

Even if these reports are not dealt with as protected disclosures, Griffith City Council will consider each matter and make every attempt to protect the Council officials or officers making the report from any form of reprisal.

4.5 When will a report be protected?

Griffith City Council will support any person that reports wrongdoing. For a report to be considered a public interest disclosure, it has to meet all of the requirements under the PID Act. These requirements are:

- (a) the report must be about one of the following five categories of serious wrongdoing – corrupt conduct, maladministration, serious and substantial waste of public money, government information contravention - breach of the GIPA Act, or local government pecuniary interest contravention.
- (b) the person making the disclosure must honestly believe on reasonable grounds that the information shows or tends to show wrongdoing.
- (c) the report has to be made to one or more of the following:
 - (i) a position nominated in this policy – see section 7 (b), (c) & (d) below
 - (ii) the General Manager
 - (iii) one of the investigating authorities nominated in the PID Act – see section 8 below

Reports by staff and Councillors will not be considered to be public interest disclosures if they:

- (a) mostly question the merits of the policy of the governing body of the Council
- (b) are made with the sole or substantial motive of avoiding dismissal or other disciplinary action

4.6 How to make a report

You can report wrongdoing in writing or verbally. You are encouraged to make a report in writing as this can help to avoid any confusion or misinterpretation.

If a report is made verbally, the person receiving the report must make a comprehensive record of the disclosure and ask the person making the disclosure to sign this record. The individual should keep a copy of this record.

If you are concerned about being seen making a report, ask to meet in a discreet location away from the workplace.

4.7 Can a report be anonymous?

There will be some situations where you may not want to identify yourself when you make a report. Although these reports will still be dealt with by Griffith City Council, it is best if you identify yourself. This allows us to provide you with any necessary protection and support, as well as feedback about the outcome of any investigation into the allegations.

It is important to realise that an anonymous disclosure may not prevent you from being identified. If we do not know who made the report, it is very difficult for us to prevent any reprisal action.

4.8 Maintaining confidentiality

Griffith City Council realises many reporters will want their identity and the fact they have made a report to remain confidential. This can help to prevent any action being taken against you for reporting wrongdoing.

Council is committed to keeping your identity, and the fact you have reported wrongdoing, confidential. However there may be situations where this may not be possible or appropriate. We will discuss with you whether it is possible to keep your report confidential.

If confidentiality cannot be maintained, we will develop a plan to support and protect you from risks of reprisal. You will be involved in developing this plan. You will also be told if your report will be dealt with under the Council's Code of Conduct, as this may mean certain information will have to be tabled at a Council meeting.

If you report wrongdoing, you should only discuss your report with those responsible for dealing with it. This will include the Disclosures Coordinator, the Disclosure Officer and the General Manager. If you discuss your report more broadly, you may affect the outcome of any investigation.

In the case of a report about the General Manager, you should only discuss your report with the Disclosures Coordinator and the Mayor.

Where your complaint is made under the Council's Code of Conduct and relates to the General Manager or a Councillor, you may be required to discuss it with a Conduct Reviewer.

4.9 Who can receive a report within Griffith City Council?

You are encouraged to report general wrongdoing to your supervisor. However the PID Act requires that – for a report to be a public interest disclosure – it must be made to a public official in accordance with Council's disclosure procedures. For Griffith City Council, this means this policy and any supporting procedures.

Any supervisor who receives a report that they believe may be a public interest disclosure must refer the individual making the report to one of the positions listed below. The broader responsibilities of these positions will be outlined in the procedures supporting this policy.

If your report involves a Councillor, you should make it to the General Manager. If your report relates to the General Manager, you should make it to the Mayor.

The following positions are the only staff within Griffith City Council who can receive a protected disclosure.

4.9.1 General Manager

You can report wrongdoing directly to the General Manager. The General Manager is responsible for:

- (a) deciding if a report is a public interest disclosure
- (b) determining what needs to be done next, including referring it to other authorities
- (c) deciding what needs to be done to correct the problem that has been identified
- (d) ensuring there are systems in place to support and protect people who report wrongdoing
- (e) dealing with disclosures made under Council's Code of Conduct in accordance with Council's adopted Code of Conduct Policy
- (f) referring actual or suspected corrupt conduct to the Independent Commission Against Corruption

The General Manager can be contacted as follows:

General Manager
Griffith City Council
1 Benerembah St
Griffith NSW 2680
Ph: 6962 8123

4.9.2 Mayor

If you are making a report about the General Manager, you should make your report to the Mayor.

They are responsible for:

- (a) deciding if a report is a public interest disclosure
- (b) determining what needs to be done next, including referring it to other authorities
- (c) deciding what needs to be done to correct the problem that has been identified
- (d) dealing with disclosures made under Council's Code of Conduct in accordance with Council's adopted Code of Conduct Policy

The Mayor must make sure there are systems in place in the Griffith City Council to support and protect Council officials or officers who report wrongdoing.

If the report is about the General Manager, the Mayor is also responsible for referring actual or suspected corrupt conduct to the Independent Commission Against Corruption.

The Mayor can be contacted as follows:

Mayor
Griffith City Council
1 Benerembah St
Griffith NSW 2680
Ph: 6962 8123

4.9.3 Disclosures Coordinator

The Disclosures Coordinator has a central role in dealing with reports made by Council officials or officers. They receive them, assess them, and refer them to the people within Griffith City Council to be dealt with appropriately.

The Disclosure Coordinator at Griffith City Council is the Director Economic & Organisational Development and can be contacted as follows:

Director Economic & Organisational Development
Griffith City Council
1 Benerembah St
Griffith NSW 2680
Ph: 6962 8113

4.9.4 Disclosures Officer

The Disclosures Officer works with the Disclosures Coordinator, and is responsible for receiving, forwarding and/or dealing with reports made in accordance with this policy.

The Disclosure Officer at Griffith City Council is the Governance Manager and can be contacted as follows:

Governance Manager
Griffith City Council
1 Benerembah St
Griffith NSW 2680
Ph: 6962 8186

4.9 Who can receive a report outside of Griffith City Council?

Council officials or officers are encouraged to report wrongdoing within Griffith City Council, but internal reporting is not your only option. If you follow the guidance below, your report can still be a public interest disclosure.

You can choose to make your report to an investigating authority. You can do this first, or at any stage after your initial report to Griffith City Council. If your report is about the General Manager and/or the Mayor, you should consider making it to an investigating authority. You can also choose to make a report to a Member of Parliament or a journalist, but only in limited circumstances.

4.9.1 Investigating authorities

The PID Act lists a number of investigating authorities in NSW that Council officials or officers can report wrongdoing to and the categories of wrongdoing each authority can deal with.

In relation to Council, these authorities are:

- the Independent Commission Against Corruption (ICAC) — for corrupt conduct
- the Ombudsman — for maladministration
- the Police Integrity Commission (PIC) — for police misconduct
- the PIC Inspector — for disclosures about the PIC or its staff
- the Division of Local Government, Department of Premier and Cabinet — for serious and substantial waste in local government (reports about serious and substantial waste in State government agencies should be made to the Auditor General)
- the ICAC Inspector — for disclosures about the ICAC or its staff
- the Information Commissioner — for disclosures about a government information contravention.

You should contact the relevant authority for advice about how to make a disclosure to them. Contact details for each investigating authority are provided at the end of this policy.

You should be aware that it is very likely the investigating authority will discuss the case with the Griffith City Council. We will make every effort to assist and cooperate with the investigating authority to ensure the matter is dealt with appropriately and there is a satisfactory outcome. We will also provide appropriate support and assistance to Council officials or officers who report wrongdoing to an investigating authority.

4.9.2 Members of Parliament or journalists

To have the protections of the PID Act, Council officials or officers reporting wrongdoing to a Member of Parliament (MP) or a journalist must have already made substantially the same report to one of the following:

- the General Manager
- a person nominated in this policy
- an investigating authority in accordance with the PID Act

Also, the Griffith City Council or investigating authority that received the report must have either:

- decided not to investigate the matter
- decided to investigate the matter, but not completed the investigation within six months of the original report
- investigated the matter but not recommended any action as a result
- not told the person who made the report, within six months of the report being made, whether the matter will be investigated

Most importantly – to be protected under the PID Act – if you report wrongdoing to an MP or a journalist you will need to be able to prove that you have reasonable grounds for believing that the disclosure is substantially true and that it is in fact substantially true.

If you report wrongdoing to a person or an organisation that is not listed above, you will not be protected under the PID Act. This may mean you will be in breach of legal obligations or Griffith City Council code of conduct – by, for example, disclosing confidential information.

For more information about reporting wrongdoing outside the Griffith City Council, contact the disclosures coordinator or the NSW Ombudsman's Public Interest Disclosures Unit. Their contact details are provided at the end of this policy.

4.10 Feedback to Council officials or officers who report wrongdoing

Council officials or officers who report wrongdoing will be told what is happening in response to their report.

When you make a report, you will be given:

- an acknowledgement that your disclosure has been received
- the timeframe for when you will receive further updates
- the name and contact details of the people who can tell you what is happening

This information will be given to you within two working days from the date you make your report.

After a decision is made about how your report will be dealt with, you will be given:

- information about the action that will be taken in response to your report
- likely timeframes for any investigation
- information about the resources available within Griffith City Council to handle any concerns you may have
- information about external agencies and services you can access for support

This information will be given to you within 10 working days from the date you make your report.

During any investigation, you will be given:

- information on the ongoing nature of the investigation
- information about the progress of the investigation and reasons for any delay
- advice if your identity needs to be disclosed for the purposes of investigating the matter, and an opportunity to talk about this

At the end of any investigation, you will be given:

- enough information to show that adequate and appropriate action was taken and/or is proposed to be taken in response to your disclosure and any problem that was identified
- advice about whether you will be involved as a witness in any further matters, such as disciplinary or criminal proceedings

4.11 Protection against reprisals

The PID Act provides protection for people reporting wrongdoing by imposing penalties on anyone who takes detrimental action against another person substantially in reprisal for that person making the public interest disclosure.

Griffith City Council will not tolerate any reprisal action against Council officials or officers who report wrongdoing. The criminal penalties that can be imposed include imprisonment or fines. Detrimental action is also misconduct that justifies disciplinary action. People who take detrimental action against someone who has made a disclosure can also be required to pay damages for any loss suffered by that person.

Detrimental action means action causing, comprising or involving any of the following:

- injury, damage or loss
- intimidation or harassment
- discrimination, disadvantage or adverse treatment in relation to employment
- dismissal from, or prejudice in, employment
- disciplinary proceedings

4.11.1 Responding to allegations of reprisals

Griffith City Council will act to protect Council officials or officers who report wrongdoing from reprisals.

When a report is received, we will ensure that a thorough risk assessment is conducted. This will identify any risks to the Council official or officer who reported the wrongdoing, as well as strategies to deal with those risks.

If you believe that detrimental action has been or is being taken against you or someone else who has reported wrongdoing in reprisal for making a report, you should tell your supervisor, the disclosures coordinator, disclosure officer or the general manager immediately.

All supervisors must report any suspicions they have that reprisal action against a Council official or officer is occurring, or any reports that are made to them, to the disclosures coordinator, disclosure officer or the General Manager.

If the disclosures coordinator or the disclosure officer becomes aware of reprisal action against a person who has made a disclosure, they will:

- ensure a senior and experienced member of staff, who has not been involved in dealing with the initial disclosure, will investigate the suspected reprisal
- give the results of that investigation to the General Manager for a decision
- give the results of that investigation to the Mayor for a decision if the allegation of reprisal action is about the General Manager
- if it has been established that reprisal action is occurring against someone who has made a disclosure, take all steps possible to stop that activity and protect the Council official or officer who made the disclosure
- take appropriate disciplinary or criminal action against anyone proven to have taken or threatened any action in reprisal for making a disclosure.

If you report reprisal action, you will be kept informed of the progress of any investigation and the outcome.

The General Manager may issue specific directions to help protect against reprisals. If the allegation of reprisal action is about the General Manager, the Mayor may issue similar directions. These may include:

- issuing warnings to those alleged to have taken reprisal action against the Council official or officer who made the disclosure
- relocating the Council officer who made the disclosure or the subject officer within the current workplace
- transferring the Council officer who made the disclosure or the staff member who is the subject of the allegation to another position for which they are qualified
- granting the Council official or officer who made the disclosure or the subject officer leave of absence during the investigation of the disclosure.

These directions will only be taken if the Council official or officer who made the disclosure agrees to it. The disclosures coordinator will make it clear to other Council official or officers that this action was taken in consultation with the Council official or officer and with management support – and it is not a punishment.

If you have reported wrongdoing and feel that any reprisal action is not being dealt with effectively, contact the Ombudsman or the ICAC – depending on the type of wrongdoing you reported. Contact details for all these investigating authorities are included at the end of this policy.

4.11.2 Protection against legal action

If you make a disclosure in accordance with the PID Act, you will not be subject to any liability and no action, claim or demand can be taken against you for making the disclosure. You will not have breached any confidentiality or secrecy obligations and you will have the defence of absolute privilege in defamation.

4.12 Support for those reporting wrongdoing

Griffith City Council will make sure that Council officials or officers who have reported wrongdoing, regardless of whether they have made a public interest disclosure, are provided with access to any professional support they may need as a result of the reporting process – such as stress management, counselling services, legal or career advice.

We also have Council officials or officers who will support those who report wrongdoing. They are responsible for initiating and coordinating support, particularly to those who are suffering any form of reprisal.

All supervisors must notify the disclosures coordinator if they believe a Council official or officer is suffering any detrimental action as a result of disclosing wrongdoing.

4.13 Sanctions for making false or misleading disclosures

It is important that all Council officials or officers are aware that it is a criminal offence under the PID Act to wilfully make a false or misleading statement when reporting wrongdoing.

4.14 Support for the subject of a report

Griffith City Council is committed to ensuring Council officials or officers who are the subject of a report of wrongdoing are treated fairly and reasonably. If you are the subject of a report, you will be:

- treated fairly and impartially
- told your rights and obligations under our policies and procedures
- kept informed during any investigation
- given the opportunity to respond to any allegation made against you
- told the result of any investigation

4.15 Review

This policy will be reviewed by Council every two years. For any advice or guidance about this review, contact the NSW Ombudsman's Public Interest Disclosures Unit.

4.16 More information

More information around protected disclosures is available from the Griffith City Council disclosures coordinator, disclosure officer and the NSW Ombudsman's website at www.ombo.nsw.gov.au.

4.17 Resources

The contact details for external investigating authorities that Council officials or officers can make a protected disclosure to or seek advice from are listed below.

<p>For disclosures about corrupt conduct: Independent Commission Against Corruption (ICAC)</p> <p>Phone: 02 8281 5999 Toll free: 1800 463 909 Tel. typewriter (TTY): 02 8281 5773 Facsimile: 02 9264 5364 Email: icac@icac.nsw.gov.au Web: www.icac.nsw.gov.au Address: Level 21, 133 Castlereagh Street, Sydney NSW 2000</p>	<p>For disclosures about maladministration: NSW Ombudsman</p> <p>Phone: 02 9286 1000 Toll free (outside Sydney metro): 1800 451 524 Tel. typewriter (TTY): 02 9264 8050 Facsimile: 02 9283 2911 Email: nswombo@ombo.nsw.gov.au Web: www.ombo.nsw.gov.au Address: Level 24, 580 George Street, Sydney NSW 2000</p>
<p>For disclosures about serious and substantial waste:</p> <p>Auditor-General of the NSW Audit Office Phone: 02 9275 7100 Facsimile: 02 9275 7200 Email: mail@audit.nsw.gov.au Web: www.audit.nsw.gov.au Address: Level 15, 1 Margaret Street, Sydney NSW 2000</p>	<p>For disclosures about serious and substantial waste in local government agencies:</p> <p>Office of Local Government in the Department of Premier and Cabinet Phone: 02 4428 4100 Tel. typewriter (TTY): 02 4428 4209 Facsimile: 02 4428 4199 Email: dlg@dlg.nsw.gov.au Web: www.dlg.nsw.gov.au Address: 5 O'Keefe Avenue, Nowra, NSW 2541</p>
<p>For disclosures about police misconduct: Police Integrity Commission (PIC)</p> <p>Phone: 02 9321 6700 Toll free: 1800 657 079 Facsimile: 02 9321 6799 Email: contactus@pic.nsw.gov.au Web: www.pic.nsw.gov.au Address: Level 3, 111 Elizabeth Street, Sydney NSW 2000</p>	<p>For disclosures about breaches of the GIPA Act:</p> <p>Information Commissioner Toll free: 1800 463 626 Facsimile: 02 8114 3756 Email: oinfo@oic.nsw.gov.au Web: www.oic.nsw.gov.au Address: Level 11, 1 Castlereagh Street, Sydney NSW 2000</p>

5 Definitions

Council officials or officers (refer to section 4.3).

6 Exceptions

None

7 Legislation

Public Interest Disclosures Act 1994

8 Related Documents

Nil

9 Directorate

Economic & Organisational Development