PUBLIC INTEREST DISCLOSURE POLICY

Human Resources
YASC POL 30 – V5

2026

YARRABAH ABORIGINAL SHIRE COUNCIL
56 Sawmill Rd Yarrabah, QLD 4871

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1. LEGISLATION AND AUTHORITY

Public Interest Disclosure Act 2010
Local Government Act 2009
Public Sector Ethics Act 1994
Crime and Corruption Act 2001
YASC Code of Conduct
YASC Performance and Misconduct Policy and Procedures
YASC Anti-Discrimination Policy
YASC Public Interest Disclosure Procedure

2. COUNCIL'S STATEMENT

Yarrabah Aboriginal Shire Council ('YASC') conducts its business with integrity, honesty and fairness. All employees are expected to work within the rules and actions of YASC will comply with all relevant laws, regulations, codes and corporate standards.

Everyone representing YASC must reflect the highest standards of behaviour. Our relationships are critical to the ongoing success of our organisation. Our leaders have responsibility for fostering a culture where ethical conduct is recognised, valued and applied at all levels.

This policy is to be read in conjunction with the Code of Conduct, which outlines our standards of behaviour and workplace culture are in accordance with YASC's principles.

3. PURPOSE

YASC is committed to the disclosure of information about suspected wrongdoing within the organisation so that it can be properly evaluated and, if necessary, appropriately investigated. This Policy confirms this commitment by ensuring practical and effective procedures are developed and embedded in the complaints and integrity framework of the organisation, which comply with the requirements of the Public Interest Disclosure Act 2010 (PID Act).

A Public Interest Disclosure (PID) is a disclosure of perceived wrongdoing by one or more persons within Council concerning an action or activity that the discloser reasonably believes constitutes:

- Corrupt Conduct;
- Maladministration;
- A substantial misuse of public resources;
- A specific and substantial danger to public health and safety;
- A specific and substantial danger to health or safety of a person with a disability;
- A specific and substantial danger to the environment; or
- A reprisal.

Members of the public may also make a PID about:

- A substantial and specific danger to the health or safety of a person with a disability
- A substantial and specific danger to the environment (as set out in the PID Act)
- A reprisal action in relation to a PID..

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4. COMMENCEMENT OF POLICY

This Policy replaces all other policies dealing with public interest disclosures (whether written or not).

5. COMPLIANCE WITH THIS POLICY

By complying with the relevant provisions of the PID Act, Council will strive to ensure the following:

- The promotion of public interest by facilitating public interest disclosures (PID) of wrongdoing;
- PIDs are properly assessed and, where appropriate, properly investigated and dealt with;
- Appropriate consideration is given to the interests of persons who are the subject of a PID;
- Afford protection from reprisals to persons making PIDs; and
- Procedures are in place to afford protection from reprisals to persons making a PID.

Pursuant to s28 of the Public Interest Disclosure Act 2010, the CEO must establish and maintain reasonable procedures to ensure that:

(a) Councillors, employees and the public who make PIDs are given appropriate support;
(b) PIDs made to Council are properly assessed and, when appropriate, properly investigated and dealt with;
(c) Appropriate Action is taken in relation to any wrongdoing that is the subject of a PID made to the entity;
(d) A management program for PIDs made to Council is developed and implemented, and that the program is consistent with the standards prescribed by the Queensland Ombudsman, which reviews the management of PIDs; and
(e) Councillors and employees of Council who make PIDs are offered protection from reprisals by Councillors or employees.

Council's Public Interest Disclosure Policy and Procedure must be available for public viewing on Council's website at https://www.yarrabah.qld.gov.au/, and must be reviewed annually and updated (as required) to ensure that the procedure meets the legislative requirements of the PID Act and the standards prescribed by the Queensland Ombudsman.

6. RESPONSIBILITIES

Detailed responsibilities are contained in YASC's PID Procedure.

7. BREACH OF THIS POLICY

Workplace participants must comply with this Policy at all times. If an employee is found to have breached this Policy, they may be subjected to disciplinary action. The type and severity of the disciplinary action will depend upon the circumstances of the case and the seriousness of the breach. In serious cases, this may include termination of employment.

Examples of disciplinary action that may be taken include (but are not limited to):

- Counselling;
- A formal warning;
- Demotion;
- Transfer to another area;
- Suspension;

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- Termination of employment.

In circumstances where a workplace participant's behaviour or conduct may involve a breach of any Australian laws, (or any other laws including foreign and international laws to which YASC is subject or which apply to the work performed by workplace participants for YASC), YASC may notify the police or other relevant authority.

8. FURTHER INFORMATION

This Policy does not form part of any contract between any workplace participant and YASC.

If a workplace participant is unsure about any matter covered by this Policy, they should seek the assistance of the Director - Human Resources, Risk & Regulations.

9. VARIATIONS

YASC reserves the right to vary, replace or terminate this policy from time to time.

10. DOCUMENT CONTROL

Adoption Date:	20 October 2021	Resolution No. 09:20/10/2021	Version No. 1
Amended Date:	18 May 2022	Resolution No. 09:18/05/2022	Version No. 2
Amended Date:	29 June 2023	Resolution No. 11:29/06/2023	Version No. 3
Reviewed Date:	26 July 2024	Resolution No. 12:26/07/2024	Version No. 4
Reviewed Date:	19 August 2026	Resolution No. 28:19/08/2026	Version No. 5
Next Review Date:	2027		
Responsible Officer:	Chief Executive Officer		

Richard Wright
Chief Executive Officer

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