



## POLICY

### Public Interest Disclosure

<b>Scope (Staff):</b>	All staff and other workers
<b>Scope (Area):</b>	Child and Adolescent Health Service

#### Child Safe Organisation Statement of Commitment

CAHS commits to being a child safe organisation by applying the National Principles for Child Safe Organisations. This is a commitment to a strong culture supported by robust policies and procedures to reduce the likelihood of harm to children and young people.

**This document should be read in conjunction with this [disclaimer](#)**

*Only use this box if relevant (e.g. clinical document or available on an external website)*

### Aim

The Aim of this policy is to facilitate disclosures of public interest information under the Public Interest Disclosure Act (PID).

### Risk

- Non-compliance with the PID Act and a consequent lack of openness and accountability across CAHS.
- Failure to be informed of matters in the public interest.

### Definitions

Term	Definition
<b>Discloser</b>	A person who makes a public interest disclosure
<b>Principal Executive Officer (PEO)</b>	The Chief Executive of the Health Service is the designated Principal Executive Officer (PEO). The Principal Executive Officer carries out the functions of Section 23 of the PID Act.
<b>Public interest disclosure (PID)</b>	A disclosure of public interest information, made in accordance with the PID Act.  A disclosure is more than a general complaint about dissatisfaction with a product or service or the merits of

	government policy. It is more than a personal grievance that can be resolved by agreement between parties.
<b>PID Officers</b>	A PID Officer is the Proper Authority as defined by Section 5 (3) (a-g) of the PID Act, who receives and manages public interest disclosures in accordance with the PID Act.
<b>Principal PID Officer (PPIDO)</b>	The PPIDO plays a central co-ordinating role within CAHS for PIDs. The position of CAHS Manager, Integrity and Ethics is the appointed Principal PID Officer within CAHS.
<b>Staff</b>	<p>For the purposes of this policy, the definition contained in the <a href="#">WA Health Code of Conduct</a> is applicable:</p> <ul style="list-style-type: none"> <li>i. Staff members of CAHS, as a Health Service Provider, as defined by the <a href="#">HS Act</a>: <ul style="list-style-type: none"> <li>a) an employee in the Health Service Provider;</li> <li>b) a person engaged under a contract for services by the Health Service Provider.</li> </ul> </li> <li>ii. Trainees, students, volunteers, researchers, contractors for service (including all visiting health professionals and agency staff) and persons delivering training or education within a Health Service Provider.</li> </ul>

## Principles

- CAHS is committed to the aims and objective of the [Public Interest Disclosure Act 2003 \(PID Act\)](#) and to supporting disclosures by staff members, contractors or members of the public, about corrupt or other improper conduct. This Policy is underpinned by the PID Act.
- CAHS is committed to ensuring appropriate and transparent integrity governance arrangements which includes the identification and management of integrity risks and providing clear mechanisms for reporting matters of public interest under the PID Act.
- CAHS does not tolerate reprisal action against anyone who makes or proposes to make a public interest disclosure (**PID**) and will take all reasonable steps to protect disclosers from any detrimental action in reprisal or victimisation for making a public interest disclosure.
- The PID Act only applies to appropriate disclosures of public interest information.
- A disclosure must relate to a matter of public interest and tend to show wrongdoing by a public body when performing a public function.

- The PID Act:
  - protects the person making the disclosure from legal or other action;
  - provides for the confidentiality of the identity of the person making the disclosure and a person who is the subject of a disclosure;
  - provides remedies for acts of reprisal and victimisation that occur substantially because the person had made a disclosure.

## Policy

- CAHS will manage Public Interest Disclosure in accordance with the PID Act, WA Government policy, [Public Sector Standards](#) and the [CAHS Public Interest Disclosure \(PID\) Guidelines](#)<sup>2</sup>.
- All staff making Public Interest Disclosures must do so to a CAHS PID Officer to receive the protection afforded under the PID Act.

## CAHS PID Officers

- The CAHS Principal PID Officer is the Manager Integrity and Ethics.
- All CAHS PID Officers must:
  - be authorised by the Principal Executive Officer (PEO) and registered with the [Public Sector Commission](#);
  - receive training about Public Interest Disclosure; and
  - comply with the PID Act, CAHS PID Guidelines and the Public Sector Commission's [PID Code of Conduct and Integrity](#), when receiving and investigating information intended as a Public Interest Disclosure.
- Depending on the nature of the disclosure it may be necessary to refer the matter to another external oversight agency such as the [WA Crime and Corruption Commission](#) and/or WA Police Force.
- Further information about PID, including a list of CAHS PID Officers, can be obtained from the CAHS [Public Interest Disclosure - Information for Managers and Staff](#) HealthPoint page.
- A list of registered CAHS PID Officers and their contact details is included in the Public Sector Commission's [PID Officer Contact Directory](#).

## Public Interest Disclosure Information

- Public Interest Disclosure information must be referred to:
  - A Public Interest Disclosure Officer, or
  - CAHS Manager Integrity and Ethics in the CAHS Chief Executive Office.


- CAHS PID Guidelines are available on the [CAHS intranet](#) and [CAHS internet](#).
- For further information on PID, please refer to the Public Sector Commission.
- The CAHS PID Guidelines outline the obligations of CAHS as a Public Authority under the PID Act.

Related CAHS internal policies, procedures and guidelines
Public Interest Disclosure (PID) Guidelines

References and related external legislation, policies, and
1. <a href="#">Public Interest Disclosure Act 2003</a> (WA Public Sector Commission)
2. <a href="#">CAHS Public Interest Disclosure Guidelines</a> (CAHS HealthPoint)
3. <a href="#">PID Officers Code of Conduct and Integrity</a> (WA Public Sector Commission)

Useful resources (including related forms)
<a href="#">Public Sector Management Act 1994</a> (WA Public Sector Commission)
<a href="#">PID Officer Contact Directory</a> (WA Public Sector Commission)
<a href="#">Corruption, Crime and Misconduct Act 2003</a> (Western Australian Legislation)
<a href="#">Public Sector Commission Public Interest Disclosure Guidelines</a> (WA Public Sector Commission)
<a href="#">Parliamentary Commissioner Act 1971</a> (Western Australian Legislation)
<a href="#">Public Interest Disclosure - Information for Managers and Staff</a> (CAHS HealthPoint)
<a href="#">Public Sector Commission - Guide for Disclosers</a> (WA Public Sector Commission)

This document can be made available in alternative formats on request.

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## Healthy kids, healthy communities

Compassion

Excellence

Collaboration

Accountability

Equity

Respect

Neonatology | Community Health | Mental Health | Perth Children's Hospital