

Public Interest Disclosures (“Whistleblowers”) Policy

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Tasmanian Irrigation (TI) is committed to creating and maintaining an open working environment in which employees, consultants and directors are able to raise concerns regarding improper conduct, consistent with the objectives of the *Public Interest Disclosures Act 2002* (the Act).

This policy must be read in conjunction with the attached Public Interest Disclosure Procedure.

TI also has a Public Interest Disclosure Stakeholder Guide which is a high-level summary of the Public Interest Disclosure Procedure intended to help employees and other stakeholders read and follow these procedures.

Policy

TI recognises the value of transparency and accountability in its administrative and management practices, and supports the making of disclosures that reveal the type of conduct to which the Act is directed.

TI does not tolerate improper conduct or detrimental action by its employees, directors or consultants or the taking of detrimental action against those who come forward to disclose such conduct

In accordance with the Act, TI will:

- act on disclosures properly made under the Act in regard to improper conduct in accordance with approved procedures and guidelines;
- ensure the CEO and the Public Interest Disclosure Officers discharge their functions and powers and follow the approved procedures as required by the Act;
- ensure that the investigation is undertaken in accordance with the approved procedures;
- take all reasonable steps to protect people who make such a disclosure from any detrimental action in reprisal for making the disclosure, and protect their welfare;
- afford natural justice to all parties involved in the investigation of a disclosure;
- initiate any appropriate once an investigation is complete.

Public Interest Disclosure Procedure and Stakeholders Guide

In approving this policy, Tasmanian Irrigation’s Board approved the attached Public Interests Disclosure Procedure (the “Procedure”) and noted the Public Interests Disclosure Stakeholder Guide.

Application of other policies

This Public Interest Disclosures (“Whistleblowers”) Policy and the Procedures are designed to complement normal communication channels between employees and management and employees are encouraged to use existing grievance procedures where appropriate. These include:

- Workplace Bullying Policy
- Gifts, Benefits and Hospitality Policy
- Personal Conduct Policy
- Employee Discipline Policy
- Human Resources Management Policy
- Grievance and Disputes Settlement Policy
- Compliance Policy.

Policy Approved

Date: 10 / 2 / 17

Chair: 

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APPROVED