

Public Interest Disclosure Management Program

Introduction

Section 28(1)(d) of the Public Interest Disclosure Act 2010 (PID Act) and PID Standard No. 1/2019 require the Chief Executive Officer to develop, implement, and maintain a public interest disclosure (PID) Management Program (the program). This document outlines the program and meets the requirements set out in the standard.

Further information about PIDs can be found in the Tourism and Events Queensland's (TEQ) PID Policy and Procedure.

Our commitment to those who report wrongdoing

TEQ is committed to supporting and encouraging people to report wrongdoing and recognise the important role disclosers play in identifying wrongdoing and thus improving the integrity and performance of the organisation.

PID Coordination

TEQ's Legal Counsel and the People and Leadership Director share the position of TEQ's PID Coordinator and have:

- direct access to the CEO in relation to PID matters.
- delegated authority to appropriately manage PIDs as outlined in this program and TEQ's PID Policy and Procedure.
- access to resources to allow for the proper management of PIDs.

The PID Coordinator's responsibilities include the overall management of the program, performing PID assessments and reprisal risk assessments, the ability to appoint an independent investigator, record keeping and reporting, case management, and supporting those involved in PIDs (disclosers, witnesses, managers and subject officers).

The PID Coordinator is also responsible for ensuring that:

- employees who directly or indirectly supervise or manage other employees are informed that they are a person who may receive a PID in accordance with section 17(3)(d) of the PID Act, and
- the People and Leadership Specialist is provided with guidance on the performance of their role as PID Support Officer, including information about support services available to assist disclosers within the TEQ and externally.

Communication, awareness and training strategies

Employees are provided with information about TEQ's PID Policy, Procedure and Management Program through training, the intranet and external corporate website.

Mandatory online Code of Conduct training and Public Interest Disclosure training is completed by all employees upon commencement (induction) and at two-year intervals.

TEQ's PID Coordinators will complete PID training offered by the Queensland Ombudsman Office. The PID Support Officer is also provided with PID training to be able to provide effective support.

Business improvement

TEQ acknowledges the value of information obtained from PIDs in identifying systemic issues and trends and informing administrative improvements.

Following the finalisation of a PID made about TEQ or an employee, the PID Coordinator will assess whether any change is needed to TEQ's service delivery, personnel management, business processes or internal controls.

Approved by:



Leanne Coddington
Chief Executive Officer
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