

## 1. Purpose of the policy

Transport is committed to building a ‘speak up’ culture where public officials are encouraged to report any conduct they reasonably believe involves serious wrongdoing. This policy sets out the principles and requirements to give effect to that commitment.

The integrity of our agency relies on our people speaking up when they become aware of wrongdoing and therefore the purpose of this policy is to:

- support and protect people who make disclosures
- maintain confidentiality of disclosure reports
- deal with reports in an appropriate manner.

This policy and the [Public Interest Disclosure Procedure](#) fulfil Transport’s obligation under section 42 of the *Public Interest Disclosures Act 2022* (the PID Act).

This policy should be read together with the Transport [Code of Conduct, Fraud and Corruption Control Policy](#) and Framework and [Managing Conduct and Discipline Policy](#).

For Sydney Metro, this policy should be read together with the Sydney Metro Public Interest Disclosures Procedure, Transport [Code of Conduct](#), Sydney Metro Fraud and Corruption Control Policy and Plan and Transport [Managing Conduct and Discipline Policy](#).

## 2. Who does it apply to?

This policy applies to permanent, temporary, and casual staff, staff seconded from another organisation, and contingent workers including labour hire, professional services contractors and consultants performing work for any of the following:

|  |     |
|--|-----|
| Department of Transport except for staff working in DoT who follow Department of Planning and Environment policies | YES |
| Transport for NSW  | YES |
| NSW Trains   | YES |
| State Transit  | YES |
| Sydney Trains  | YES |
| Sydney Metro   | YES |
| Sydney Ferries   | YES |
| The Point to Point Transport Commissioner  | YES |

This policy also applies to the following individuals who are considered public officials for the purpose of the PID Act:

|                                   |                            |
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- Private individuals, such as contractors, their subcontractors, or volunteers, who are engaged to deliver services on behalf of the agency or exercise the functions of that agency, if they themselves deliver those services or exercise those functions
- Employees, partners and officers of contractors, subcontractors or other entities that provide services on behalf of the agency or exercise functions of an agency and are involved in the provision of that work.

## 3. Principles and requirements

### 3.1 Principles

Good governance and the integrity of Transport relies on public officials speaking up when they witness, or otherwise become aware of, wrongdoing in the public sector. We take reports of wrongdoing seriously.

We value and support those who speak up when they have concerns about suspected wrongdoing.

### 3.2 Requirements

To give effect to the principles in this policy, Transport must:

- encourage public officials to report serious wrongdoing
- support public officials who report serious wrongdoing
- minimise and manage the risk of detrimental action to those who report serious wrongdoing
- maintain the confidentiality of the reports of serious wrongdoing
- investigate or otherwise deal with reports of serious wrongdoing
- implement corrective action if serious wrongdoing is found to have occurred
- act in accordance with the [Transport Code of Conduct](#) and the [Code of Ethics and Conduct for NSW government sector employees](#).
- comply with the PID Act and the PID Procedure.

Serious wrongdoing is defined in [section 13](#) of the PID Act.

## 4. Compliance and breach

At Transport, we are required to comply with this policy and its related procedures and standards. Failure to do so may result in disciplinary action up to and including termination of employment or contract.

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## Appendix A:

### 5. Accountabilities and responsibilities

| Who  |   |
|--|---|
| Transport Secretary  | Accountable for setting the strategic direction of Transport’s public interest disclosures framework in line with our organisational objectives and compliance obligations. |
| Deputy Secretary, Corporate Services                                   | Accountable for key risks and obligations with this policy.   |
| Chief Legal Officer  | Accountable for ensuring this policy continues to align with the PID Act, the NSW Ombudsman’s guidelines and Transport’s strategic direction.                               |
| Chief Executives of the Transport agencies to which the policy applies | As head of agency under the PID Act, accountable for ensuring their agency aligns with this policy.   |
| All to whom the policy applies   | Responsible for complying with this policy and any related procedures or standards.   |

### 6. Related/supporting material

- [Public Interest Disclosures Act 2022](#)
- [Transport Public Interest Disclosures Procedure](#)
- Sydney Metro Public Interest Disclosure Procedure
- Transport’s list of Disclosure Officers
- Sydney Metro’s list of Disclosure Officers
- Fraud and Corruption Control Framework FY2023-25
- Sydney Metro Fraud and Corruption Control Plan SM-21-00116673

### 7. Document control

#### 7.1 Superseded documents

No policies are superseded by this document.

|                                   |                            |
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# Public Interest Disclosures Policy

CP24001



## 7.2 Document history

| Date & Policy No            | Document owner      | Approved by | Amendment notes |
|-----------------------------|---------------------|-------------|-----------------|
| 26 February 2024<br>CP24001 | Chief Legal Officer | Secretary   | New Policy      |

## 7.3 Feedback and help

For advice on interpreting or applying this document, please contact the Fraud and Corruption Prevention team at [pidadvice@transport.nsw.gov.au](mailto:pidadvice@transport.nsw.gov.au).

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