

Fact Sheet – Protected Disclosures (formerly Whistleblowers)

This fact sheet explains protected disclosures at East Gippsland Water. Protected disclosure laws now replace Whistleblower laws in Victoria.

WHAT IS IT?

Protected Disclosure Laws enable people to make disclosures about improper conduct within the public sector without fear of reprisal. This includes ensuring that the person making the disclosure and content of the disclosure are kept confidential.

WHAT DOES IT COVER?

The new Act (*Protected Disclosures Act 2012*) covers:

- Making disclosures of **improper conduct** by EGW and its staff
- **Detrimental action** taken by EGW or our staff in revenge of a protected disclosure being made

DEFINITIONS:

Improper conduct is defined in the table below:

Who is performing the improper conduct?	Types of improper conduct
Public Officer or Entity	<ul style="list-style-type: none"> - The dishonest performance of a public officer or public official of their duties - Knowingly or recklessly breaching public trust by a public officer or public official - Misuse of information obtained by a public officer or public official given to them in that capacity - A conspiracy to commit or attempt to commit the above conduct - Conduct that implies: <ul style="list-style-type: none"> - A substantial mismanagement of public resources - A substantial risk to public health or safety - A substantial risk to the environment
Any person	<ul style="list-style-type: none"> - Conduct adversely affecting the honest performance of a public officer or public official of their functions

Detrimental action is action against a person in reprisal for a protected disclosure. This could include action causing injury, loss or damage; intimidation or harassment; discrimination, disadvantage or adverse treatment in relation to a person's work, career, job, trade or business, including taking disciplinary action.

HOW DO I MAKE A PROTECTED DISCLOSURE?

You can make a protected disclosure about East Gippsland Water or its board members, officers or employees by contacting the Department of Environment and Primary Industries (DEPI) or IBAC on the contact details provided below.

Please note that East Gippsland Water is not able to receive protected disclosures.

If the disclosure is under the threshold of the offences described in the above definitions, it should be dealt with under the existing East Gippsland Water complaint or disciplinary processes.

HOW DO I GET MORE INFORMATION OR MAKE A DISCLOSURE?

Read the IBAC guidelines for making disclosures: [IBAC Guidelines](#)

Contact

Independent Broad-based Anti-corruption Commission (IBAC)

Address: Level 1, North Tower, 459 Collins Street, Melbourne Victoria 3001.

Mail: IBAC, GPO Box 24234, Melbourne Victoria 3000

Phone: 1300 735 135

Website www.ibac.vic.gov.au

Email: see the website above for the secure email disclosure process, which also provides for anonymous disclosures.

Department of Environment and Primary Industries (DEPI)

Jennifer Berensen, Senior Advisor, Privacy & Ombudsman

Mail: PO Box 500, East Melbourne Vic 3002

Phone: 03 9637 8697

Website: www.depi.vic.gov.au