

Personnel

Protected Disclosures Policy

Rationale

This policy is issued in compliance with the Protected Disclosures Act 2022.

Definitions

A protected disclosure is a declaration made by an employee where they believe serious wrongdoing has occurred.

Serious wrongdoing includes an act or omission or course of conduct which is

- An offence
- A serious risk to public health and safety, the health and safety of an individual or the environment
- A serious risk to the maintenance of law including prevention of an investigation and detection of offences or the right to a fair trial
- Unlawful, corrupt or irregular use of public funds or resources.
- That is oppressive, improperly discriminatory, grossly negligent or constitutes gross mismanagement

Purpose

To protect an employee who makes a disclosure in accordance with the Protected Disclosures Act 2022.

Guidelines

- a) Before making a disclosure the employee should believe on reasonable grounds that the information is true or likely to be true and
 - the information is about alleged serious wrongdoing by any Northern Health School employee or Board member
 - the employee wishes the wrongdoing to be investigated
 - the employee wishes the disclosure to be protected
- b) Any current employee, former employee or contractor supplying services to the Northern Health School can make a disclosure.
- c) An employee who makes a disclosure and acts in accordance with Northern Health School Protected Disclosures procedure will be protected and will, subject to the relevant procedures, have their disclosure treated with the utmost confidentiality.
- d) The protections provided in this policy will not be available to persons making allegations they know to be false or where they have acted in bad faith.

Adopted _____ December 2024

Presiding Member _____

Review Date _____ December 2027