



Public Interest Disclosure (PID) Policy

October 2026

Version	1
Responsible Officer	Executive Officer
Review Timeframe	Four years or earlier if legislative or operational requirements change.
Effective Date	16 October 2026
Related documents	• RAMJO Code of Conduct Policy • RAMJO Fraud and Corruption Prevention Policy • RAMJO Public Interest Disclosure (PID) Procedure • NSW Public Interest Disclosures Act 2022 • NSW Public Interest Disclosures Regulation 2023 • NSW Ombudsman Public Interest Disclosures Guidelines • NSW Ombudsman PID Training Resources and E-learning Modules

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Purpose

Riverina and Murray Joint Organisation (RAMJO) is committed to fostering an ethical, accountable and transparent workplace culture in which individuals are encouraged to report suspected serious wrongdoing without fear of reprisal.

This Policy establishes RAMJO's commitment to:

- Promoting a culture that supports disclosure of serious wrongdoing.
- Complying with the Public Interest Disclosures Act 2022 (NSW).
- Protecting persons who make Public Interest Disclosures.
- Ensuring reports of serious wrongdoing are appropriately managed.
- Providing confidentiality and procedural fairness throughout the disclosure process..

Scope

This Policy applies to:

- Employees of RAMJO.
- Board members.
- Member Council delegates and alternates.
- Committee and working group members.
- Contractors, consultants and volunteers performing work for RAMJO.
- Any other person who may qualify as a public official under the Public Interest Disclosures Act 2022.

Legislative Framework

This Policy is established under:

- Public Interest Disclosures Act 2022 (NSW)
- Public Interest Disclosures Regulation 2023
- State Records Act 1998
- Government Information (Public Access) Act 2009
- Privacy and Personal Information Protection Act 1998
- Relevant NSW Ombudsman Guidelines.

Definitions

Public Interest Disclosure (PID)

A report made by a person about suspected serious wrongdoing connected with a public sector agency or public official.

Serious Wrongdoing

Serious wrongdoing includes:

- Corrupt conduct.
- Serious maladministration.
- Serious and substantial waste of public money.
- Government information contravention.
- Privacy contravention.
- Local government pecuniary interest contravention.

Detrimental Action

Conduct occurring because a person has made, may make, or is believed to have made a PID including:

- Bullying.
- Harassment.
- Intimidation.
- Discrimination.
- Victimisation.
- Unfair employment action.
- Reputational harm.

Policy Statement

RAMJO will:

- Encourage the reporting of serious wrongdoing.
- Treat all reports seriously and impartially.
- Protect the confidentiality of persons making disclosures.
- Maintain procedural fairness.
- Prevent detrimental action against disclosers.
- Provide appropriate support mechanisms.
- Take corrective action where wrongdoing is substantiated.
- Meet all reporting obligations under the PID Act.

Protection of Disclosers

RAMJO will take all reasonable steps to:

- Protect disclosers from detrimental action.
- Protect confidential information.
- Assess and manage risk arising from disclosures.
- Provide support throughout the reporting and investigation process.
- Ensure reports are handled in accordance with legislative requirements.

Any person who engages in detrimental action may be subject to disciplinary action and referral to appropriate authorities.

Roles and Responsibilities

Executive Officer

The Executive Officer is responsible for:

- Promoting a speak-up culture.
- Overseeing PID management.
- Ensuring legislative compliance.
- Managing investigations or referrals.
- Maintaining records.
- Reporting to the NSW Ombudsman as required.

Disclosure Officers

Disclosure Officers are responsible for:

- Receiving disclosures.
- Recording disclosures.
- Supporting disclosers.
- Referring disclosures for assessment and action.

Managers

Managers must:

- Receive and appropriately refer disclosures.
- Support employees involved in PID processes.
- Prevent and report detrimental action.

Employees, Members and Volunteers

All personnel must:

- Report suspected serious wrongdoing.
- Maintain confidentiality.
- Cooperate with investigations.
- Refrain from reprisals or detrimental action.

Training and Awareness

RAMJO will provide PID awareness and training to ensure that all persons understand their rights and responsibilities under the PID Act.

Record Keeping

RAMJO will maintain secure records of disclosures, assessments, investigations and outcomes in accordance with legislative requirements and records management obligations.

Monitoring and Reporting

RAMJO will:

- Maintain oversight of PID compliance.
- Complete required annual reporting to the NSW Ombudsman.
- Monitor the effectiveness of this Policy and associated procedures.

Annexure A — Names and contact details of disclosure officers for RAMJO.

Updated September 2026

Disclosure Officer	Contact Information
Brett Stonestreet Executive Officer Riverina and Murray Joint Organisation	brett.stonestreet@ramjo.nsw.gov.au Mobile: 0408 498 534
Susan Escott Administration Officer Riverina and Murray Joint Organisation	susan.escott@ramjo.nsw.gov.au Phone 02 6023 8796

Annexure B — List of integrity agencies

Updated September 2026

Integrity agency	What they investigate	Contact information
The NSW Ombudsman	Most kinds of serious maladministration by most agencies and public officials (but not NSW Police, judicial officers or MPs)	Telephone: 1800 451 524 between 9am to 3pm Monday to Friday Writing: Level 24, 580 George Street, Sydney NSW 2000 Email: info@ombo.nsw.gov.au
The Auditor-General	Serious and substantial waste of public money by auditable agencies	Telephone: 02 9275 7100 Writing: GPO Box 12, Sydney NSW 2001 Email: governance@audit.nsw.gov.au
Independent Commission Against Corruption	Corrupt conduct	Telephone: 02 8281 5999 or toll free on 1800 463 909 (callers outside Sydney) between 9am and 3pm, Monday to Friday Writing: GPO Box 500, Sydney NSW 2001 or faxing 02 9264 5364 Email: icac@icac.nsw.gov.au
The Inspector of the Independent Commission Against Corruption	Serious maladministration by the ICAC or the ICAC officers	Telephone: 02 9228 3023 Writing: PO Box 5341, Sydney NSW 2001 Email: oiicac_executive@oiicac.nsw.gov.au
The Law Enforcement Conduct Commission	Serious maladministration by the NSW Police Force or the NSW Crime Commission	Telephone: 02 9321 6700 or 1800 657 079 Writing: GPO Box 3880, Sydney NSW 2001 Email: contactus@lecc.nsw.gov.au
The Inspector of the Law Enforcement Conduct Commission	Serious maladministration by the LECC and LECC officers	Telephone: 02 9228 3023 Writing: GPO Box 5341, Sydney NSW 2001 Email: oiiecc_executive@oiiecc.nsw.gov.au
Office of the Local Government	Local government pecuniary interest contraventions	Email: olg@olg.nsw.gov.au
The Privacy Commissioner	Privacy contraventions	Telephone: 1800 472 679 Writing: GPO Box 7011, Sydney NSW 2001 Email: ipcinfo@ipc.nsw.gov.au
The Information Commissioner	Government information contraventions	Telephone: 1800 472 679 Writing: GPO Box 7011, Sydney NSW 2001 Email: ipcinfo@ipc.nsw.gov.au