

Spark

meaningful conversations about PIDs

Are you looking for an engaging way to promote understanding about Public Interest Disclosures (PIDs) in your organisation?

PID Awareness Week aims to raise awareness and understanding of the Public Interest Disclosures Act 2022 (PID Act) and why it is important to build a speak-up culture.

Over the week, we encourage you to think about how you can raise staff awareness of the importance of reporting wrongdoing.

This Wednesday 13th August we encourage you start the conversation using these **Conversation Cards**. There are seven topics in the deck that pose thought-provoking questions to help empower employees explore and understand how creating a speak-up culture benefits everyone.

Each question is designed to spark open dialogue, encourage shared perspectives and foster a deeper understanding of how developing a speak-up culture might benefit your organisation.

Just shuffle the deck and ask away.

Find out more about PIDs and PID Awareness week by visiting www.ombo.nsw.gov.au/pid-awareness-week

1. Understanding the PID Act



Speak Up

Why do we have a PID Act in NSW?

Speak Up

**What might
happen if we
didn't have
a PID Act?**

Speak Up

**Why is it
important
to have a
PID Act?**

Speak Up

What is a PID?

Speak Up

What are the features of a PID?

Speak Up

What is not a PID?

Speak Up

2. Identifying serious wrongdoing



Speak Up

**What
does serious
wrongdoing
mean to you?**

Speak Up

What is serious wrongdoing in the PID Act?

Speak Up

**What are
some types
of serious
wrongdoing
that could
happen in your
workplace?**

Speak Up

**What is
not serious
wrongdoing
under the
PID Act?**

Speak Up

3. Making a report and protections



Speak Up

**If you want to
report serious
wrongdoing,
how should
you report it?**

Speak Up

**What protections
are there for
people who
report serious
wrongdoing
under the
PID Act?**

Speak Up

**What
would you
expect if you
reported serious
wrongdoing in
your agency?**

Speak Up

**What would
you do if
someone you
supervise
reported serious
wrongdoing
to you?**

Speak Up

4. Ethical decision-making scenarios



Speak Up

**You suspect
a colleague is
involved in (insert
wrongdoing) but
you are afraid of
retaliation if you
make a report.
What steps would
you take to make
your report?**

Speak Up

**You are
concerned that
your manager is
(insert wrongdoing).**

**You are not
comfortable raising
this with them.
What do you do?**

Speak Up

**You are concerned
your agency has
publicly reported
incorrect data
to make their
performance look
better than it
actually is.**

What do you do?

Speak Up

5. Building a speak up culture



Speak Up

**What does a
strong speak
up culture
look like?**

Speak Up

**How do you
know you have
a strong speak
up culture?**

Speak Up

**Think of strong
leaders you have
had. What have
they done to
build-up a speak
up culture?**

Speak Up

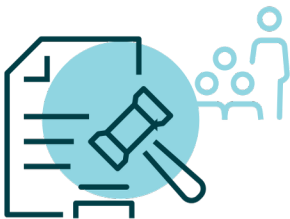
**What are the
spoken and
unspoken things
that happen in
your agency which
build a strong
speak up culture?**

Speak Up

**What happens
when people
are hesitant to,
or afraid of,
speaking up?**

Speak Up

6. Agency duties under the Act



Speak Up

**What does an
agency have
to do when
it receives
a report?**

Speak Up

**What are some
of the other
things an agency
needs to consider
when it is dealing
with a PID?**

Speak Up

**What should
an agency do
if it doesn't
think it can deal
with the PID?**

Speak Up

**What does an
agency have to
provide to staff in
terms of training
and to raise
awareness?**

Speak Up

**How can an
agency support
the PID maker
and the subject
of the PID?**

Speak Up

Why is it important to have a PID Policy?

Speak Up

7. Individual duties under the Act



Speak Up

What does a manager have to do if their staff report a PID to them? What else could they do?

Speak Up

**What does it
mean to be
a disclosure
officer?**

Speak Up

**Does a
disclosure
officer have to
investigate PIDs
they receive?**

Speak Up

**What
responsibilities
does a head of
agency have
under the
PID Act?**

Speak Up