

PID Awareness Week 2026 Planning Toolkit

Supporting those who speak up about serious wrongdoing.

Monday 21st – Friday 25th September

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What is PID Awareness Week?

PID Awareness Week helps raise awareness of the **Public Interest Disclosures Act 2022 (PID Act)** and the importance of a safe "speak-up" culture with NSW public officials. It promotes whistleblower safety, support and the proper reporting of serious wrongdoing.

PID Awareness Week 2026 gives your agency an opportunity to continue to develop a workplace culture that recognises the importance of speaking up about serious wrongdoing.

The theme of PID Awareness Week 2026 is: **Supporting those who speak up and report serious wrongdoing**, and includes a series of online sessions, as well as providing resources for agencies to host their own events, to start or continue the conversation about speaking up as a public official.

Why should my agency support PID Awareness Week?

PID Awareness Week provides the opportunity for your agency to have a conversation about integrity and speaking up. Positive leadership and support is a major driver of agency culture. Celebrating the week by hosting events sends an important message across the workplace.

A key question to ask during PID Awareness Week: **How does your agency lead and support speaking up about serious wrongdoing?**

Planning PID Awareness Week with your team

Planning Checklist

Action	Resource	Complete or N/A
Brief your leaders and ask them to take part in the week. This could be at an afternoon tea, an all-staff message or in executive weekly updates		
Share the NSW Ombudsman PID Awareness Week Schedule so your team can register to attend online events	Page 7	
Access digital and print resources to help promote PID Awareness Week	Page 8	
Choose PID Awareness Week Activities to host at your agency	Page 4	
Choose who will lead or host the activity and how		
Meet with your PID Awareness Week team to brief them on the activities		
Promote your activities via your internal channels and decide whether you will post to social media		
Utilise the provided social media templates	Page 6	

PID Awareness Week in-house activities

The following activities can be scaled to work as a lunchroom activity, a pop up in the office or facilitated at all-staff, branch or team meeting. You can host these activities online or in person. And can download and print our activity pages.

ACTIVITY 1 (minimal facilitation)

One Word Reflection "Every Voice Matters"

You can do this activity in Teams, at an afternoon tea or create a space in the lunch room/common area where staff can add their one-word reflection on a Post-it note as they come and go.

HOW

As a Virtual Activity

- Use a whiteboard in Teams
- Virtual Post-it notes

As a Voluntary Activity – Kitchen or tabletop

- Post it notes on a communal wall such as the kitchen or lunchroom/whiteboard

As an Anonymous Activity

In Teams meetings, run a poll using a free app like Mentimeter or Word Cloud

Key reflection questions to ask staff

Option 1: What word comes to mind when you think of a strong speak-up culture? Create a word cloud or display the words together.

Examples: Trust, Respect, Integrity, Courage, Accountability, Safety, Transparency

Option 2: What would make you feel safe to speak up? Create a word cloud or display the words together.

Examples: Acceptance, Honesty, Inclusion, Encouragement

OUTCOMES

Team Reflection - share the results within your teams to promote discussion about speak up culture. Include an article on the results on your organisation's intranet, or refer to this in Deputy Secretary, Chief Governance/Risk Officer, Chief People Officer, or other executive all-staff messages.

Promoting speak up on your socials - post your team culture word cloud on LinkedIn or on your internal news page as a screenshot or photo of your word cloud.

[Download the poster for Activity 1](#)

ACTIVITY 2 (moderate facilitation)

Team Activity – PID Pulse Poll

HOW

In a chat, channel or meeting, create a poll.

- Have you heard of the Public Interest Disclosure Act?
- Do you know where to report wrongdoing?
- What is the most important thing an agency can do to support staff to speak up?

WHAT

After conducting the poll, discuss the results within your team.

Share [NSW Ombudsman PID Bytes videos and other resources](#), depending on your audience.

ACTIVITY 3 (leadership activity)

Leadership/Managers activity

HOW

Think of a leader (of any type – business, political, sporting etc) in Australia or internationally that you think of when you think of leading with integrity and value diverse voices.

Write down how that person would encourage people to ‘speak up’. Why would they do this? You can mention behaviours or actions.

Make a list of all the behaviours and actions that came up across the team and those that are most common.

Reflect as a group on these findings.

WHAT

Consider how the behaviours or actions you identify could be captured in your unit or team plans and feed into performance development.

[Download the poster for Activity 2 and Activity 3](#)

Social Media Templates

Post 1: Launch announcement

Public Interest Disclosures Awareness Week starts today.

This year's theme is supporting those who speak up and report serious wrongdoing, highlighting the important role public sector agencies play in promoting integrity, accountability and trust.

Speaking up about serious wrongdoing can help improve public services and strengthen confidence in government.

Find out how [your agency name] supports public interest disclosures and the people who make them: [insert your agency website link]

Post 2: Why speaking up matters

Creating a workplace where people feel safe to speak up benefits everyone.

Public interest disclosures can help identify serious wrongdoing and contribute to stronger governance, accountability and public confidence.

[your agency name] is committed to supporting people who raise concerns and ensuring they are treated fairly and respectfully. Learn more about public interest disclosures: [insert your agency website link]

Post 3: Support for those who report serious wrongdoing

Speaking up about serious wrongdoing takes courage.

[your agency name] is committed to supporting employees who make public interest disclosures by providing clear reporting pathways and taking steps to protect people who speak up from detrimental action.

Learn more about making a public interest disclosure: [insert your agency website link]

Post 4: Know your reporting options

Do you know how to report serious wrongdoing?

Understanding when and how to make a public interest disclosure can help ensure concerns are raised through the appropriate channels and addressed appropriately.

Visit our website to learn more about our reporting process and the support available: [insert your agency website link]

Post 5: Wrap-up post

As Public Interest Disclosures Awareness Week comes to an end, the conversation doesn't end here.

Supporting those who speak up is an ongoing commitment that helps build workplaces founded on integrity, accountability and trust.

Thank you to everyone helping to foster a culture where concerns can be raised safely and respectfully. Learn more about our agency's public interest disclosure framework: [insert your agency website link]

PID Awareness Week Schedule and Registrations

Follow the event links in the schedule to register

21	Monday	10.30am- 11.30am	Practical guide to PIDs for public sector managers Join meeting in Teams Microsoft Teams Repeated Day 3
22	Tuesday	10.30am- 11.45am	Supporting diverse voices in an organisation Join meeting in Teams Microsoft Teams
23	Wednesday	10.30am- 11.30am	Whistleblower Support information session Join meeting in Teams Microsoft Teams
		1.30pm- 2.30pm	Practical guide to PIDs for public sector managers Join meeting in Teams Microsoft Teams Repeat Day 1
24	Thursday	10.30am - 11.45am	Developments in whistleblower support around Australia Join meeting in Teams Microsoft Teams

PID Awareness Week digital and print resources

Digital resources

- [PID Awareness Week email banner](#)
- [PID Awareness Week Teams background](#)
- [PID Awareness Week logo](#)

Templates

- [Social media graphics](#)

To request physical copies of the following resources, please email pid@ombo.nsw.gov.au

Orders close: Friday, 11 September 2026

1. [A4 Manager Information](#)
2. [A3 Manager Poster 1](#)
3. [A3 Manager Poster 2](#)
4. [A5 Manager Reference](#)
5. [Conversation cards](#): Seven topic prompts to start team conversations about PID