

## Attachment 4 – Key initial data of relevance

# Parliamentary Joint Committee on Corporations and Financial Services - Whistleblower protections in the corporate, public and not-for-profit sectors

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**Table 2.** G20 countries – public sector laws

**Rating**

**1**

Very / quite comprehensive

**2**

Somewhat / partially comprehensive

**3**

Absent / not at all comprehensive



	S. Ar	Mex	Tur	Arg	Rus	It	Ger	Brz	Jpn	Indo	S. Af	Fra	Chn	India	Kor	UK	Can	US	Aus	Total
	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	Pu	3
Internal disclosure procedures	3	3	3	3	2	2	3	3	3	3	3	3	2	3	3	3	1	2	1	13
Anonymity	3	3	3	2	3	3	2	3	3	3	3	3	2	3	3	3	3	1	2	14
External reporting channels (third party / public)	3	3	3	3	3	2	3	2	2	3	1	3	3	3	3	2	2	2	2	11
Transparency	3	3	3	3	3	3	3	3	3	3	2	2	3	2	1	2	1	1	1	11
Oversight	3	2	3	3	3	2	3	3	3	2	3	2	2	1	1	3	1	1	1	9
Confidentiality	3	3	2	2	3	2	3	2	3	3	3	3	2	1	1	2	1	1	1	8
Sanctions	3	2	2	2	3	3	3	3	3	2	3	2	2	2	1	2	1	1	1	7
Remedies	2	3	3	3	3	3	2	3	2	3	1	2	2	2	1	1	1	2	2	7
Thresholds	3	3	3	3	3	2	2	2	1	2	2	2	2	1	2	1	1	1	1	5
Wrongdoing	3	3	3	3	2	2	3	2	1	2	1	2	1	2	1	1	1	1	1	5
Breadth of retaliation	3	3	2	3	3	1	2	2	1	2	2	2	2	1	1	1	1	2	1	4
Coverage	3	3	3	3	2	1	1	2	1	2	1	2	1	1	1	2	2	1	2	4
Definition of whistleblowers	3	2	2	2	2	3	3	2	2	2	2	2	1	1	1	2	2	1	1	3
Reporting channels (internal & regulatory)	3	3	2	2	2	3	2	2	2	2	2	2	2	2	1	1	2	1	1	2

## *State of reform – Australian public sector whistleblowing legislation*

Jurisdiction	Date	Original	1. Effective system & oversight	2. Public disclosure	3. Effective remedies
SA *	2016	1993	3?	Missing	NKTW
CTH +	2013	1999	2?	2	1?
ACT	2012	1994	2	1	NKTW
VIC	2012	2001	3?	Missing	NKTW
WA	2012	2003	3	2	NKTW
NSW	2010-11	1994	1	3	NKTW
QLD *	2010	1994	2	2	NKTW
TAS	2009	2002	2	Missing	NKTW
NT	2008	2008	2	Missing	NKTW
<b>Corps Act *</b>	<b>2018?</b>	2004	Missing	Missing	NKTW

\* Some **private sector** coverage

+ **Not whole public sector** covered

**NKTW:** Not known to work

**Table 3** G20 countries – private sector laws

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	Rus	It	Can	S. Ar	India	Mex	Brz	Arg	Aus	Ger	Tur	Indo	Jpn	Chn	Fra	S. Af	Kor	UK	US	Total
	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	Pr	3
Anonymity	3	3	3	3	3	3	3	2	3	2	3	3	3	2	3	3	3	3	1	15
Internal disclosure procedures	3	3	3	3	2	3	2	3	3	3	3	3	3	2	3	2	3	3	2	14
Transparency	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	1	2	1	14
External reporting channels (third party / public)	3	3	3	3	3	3	2	3	3	3	3	3	2	3	2	1	3	2	2	13
Oversight	3	3	3	3	3	2	3	3	3	3	3	2	3	2	2	3	1	3	1	13
Confidentiality	3	3	3	3	3	3	2	2	2	3	2	3	3	2	3	3	1	2	1	11
Sanctions	3	3	3	3	3	2	3	2	3	3	2	2	3	3	2	3	1	2	1	11
Remedies	3	3	3	2	3	3	3	3	2	2	3	3	2	3	2	1	1	1	2	10
Coverage	3	3	3	3	3	3	3	3	2	3	3	2	1	2	2	1	1	1	1	10
Wrongdoing	3	3	3	3	3	3	3	3	3	2	3	2	1	2	2	1	1	1	1	10
Thresholds	3	3	3	3	3	3	3	3	2	2	3	2	1	2	2	2	2	1	1	9
Breadth of retaliation	3	3	2	3	3	3	3	3	3	2	2	2	1	3	2	2	1	1	2	9
Definition of whistleblowers	3	3	3	3	3	3	2	2	3	3	2	2	1	1	2	1	2	1	1	8
Reporting channels (internal & regulatory)	3	2	3	3	3	3	3	2	2	3	2	2	2	2	1	1	2	1	1	7



## *Whistling While They Work 2*

### Improving managerial responses to whistleblowing in public & private sector organisations

- Surveying Australian or NZ-based organisations with >10 employees  
**Public sector, private sector, and not-for-profit**
- *Phase 1: Survey of Organisational Processes & Procedures  
conducted April-August 2016*
- *Phase 2: Integrity@WERQ – open to end August 2017*

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**OMBUDSMAN**

**Ombudsman**  
New South Wales

**ibac** independent broad-based  
anti-corruption commission  
Victoria

**ombudsman** VICTORIAN

**Governance  
Institute**  
of Australia

AUSTRALIAN INSTITUTE  
of COMPANY DIRECTORS

 **TRANSPARENCY  
INTERNATIONAL  
AUSTRALIA**

 **Australian  
National  
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SYDNEY**

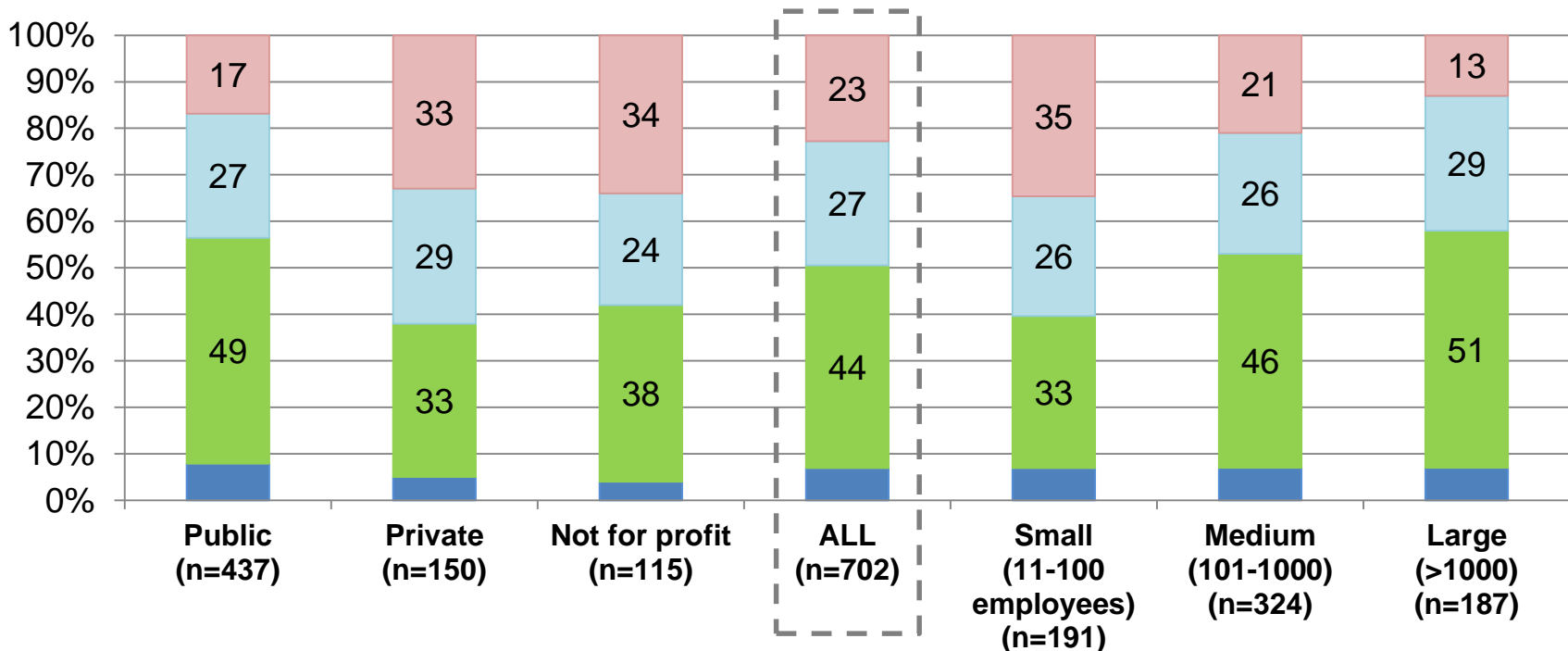


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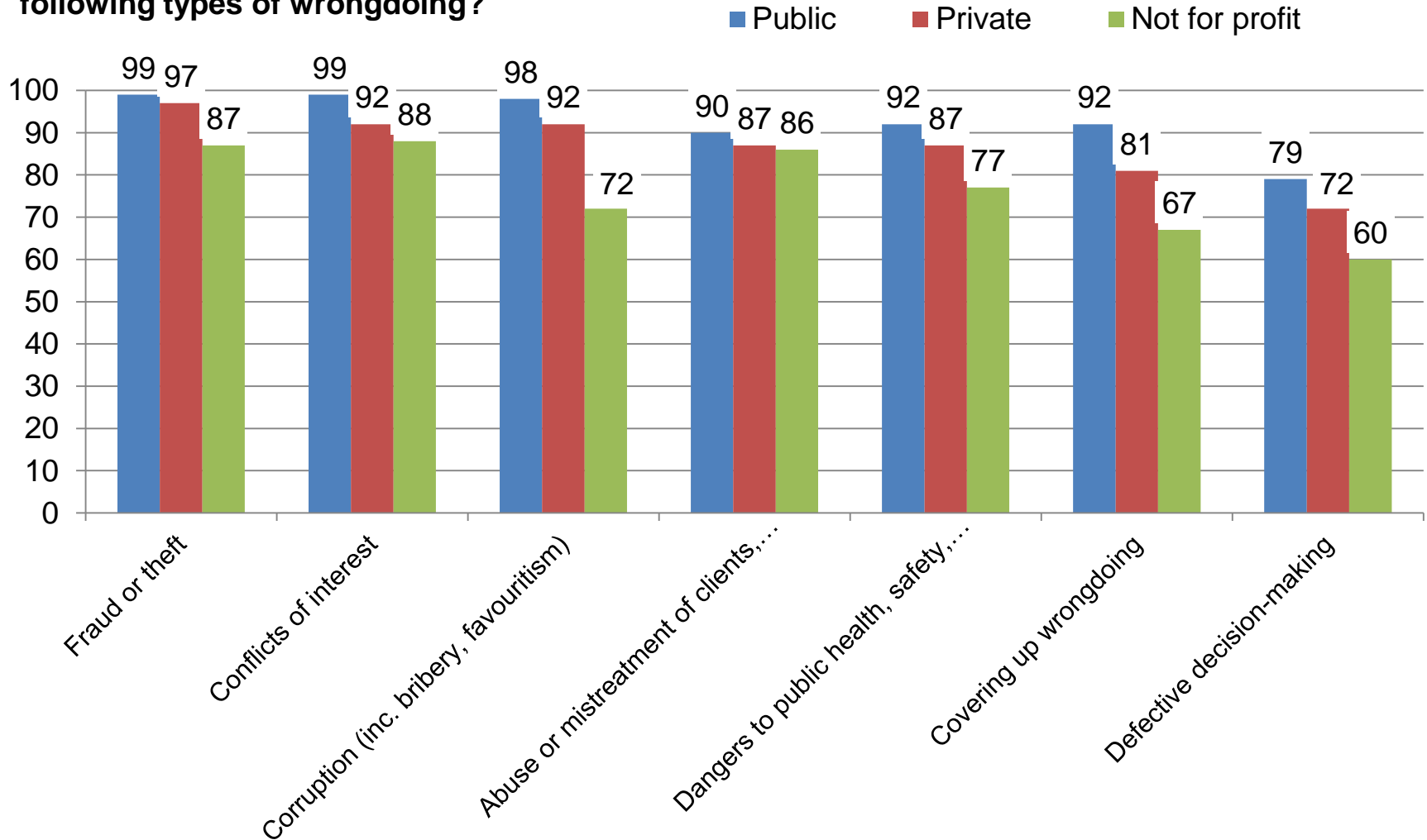
## WWTW2: Survey of Organisational Processes & Procedures (2016)

**Q21. Does your organisation have a strategy, or program, for delivering support and protection to staff who raise concerns about wrongdoing?**

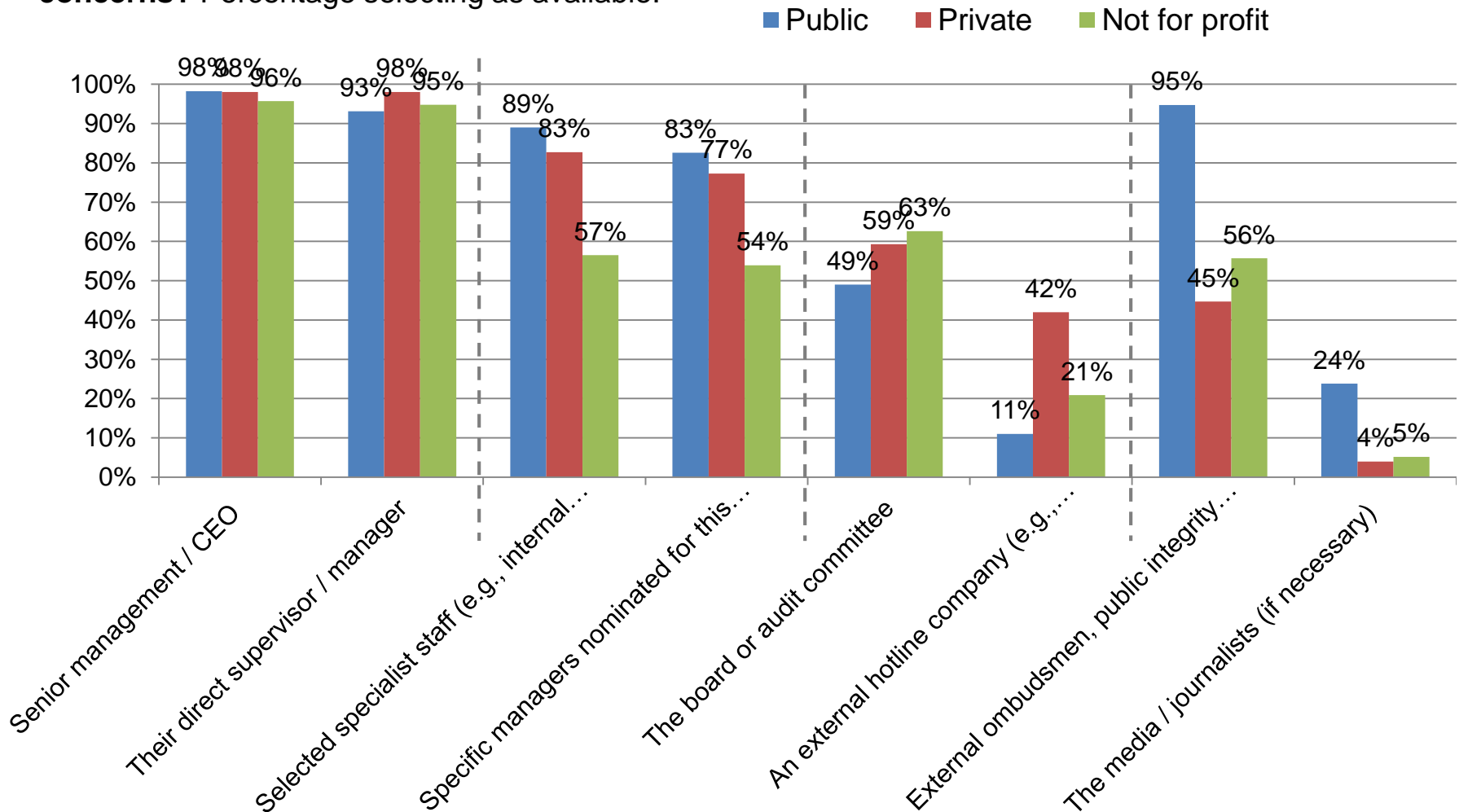
- Do not currently have any specific support strategy, program or process
- A process for setting up a support strategy as needed for individual staff, if any issues arise
- A standing support program, available to all staff at any time
- Other



**Q10. Does your organisation encourage or require staff to report concerns about the following types of wrongdoing?**

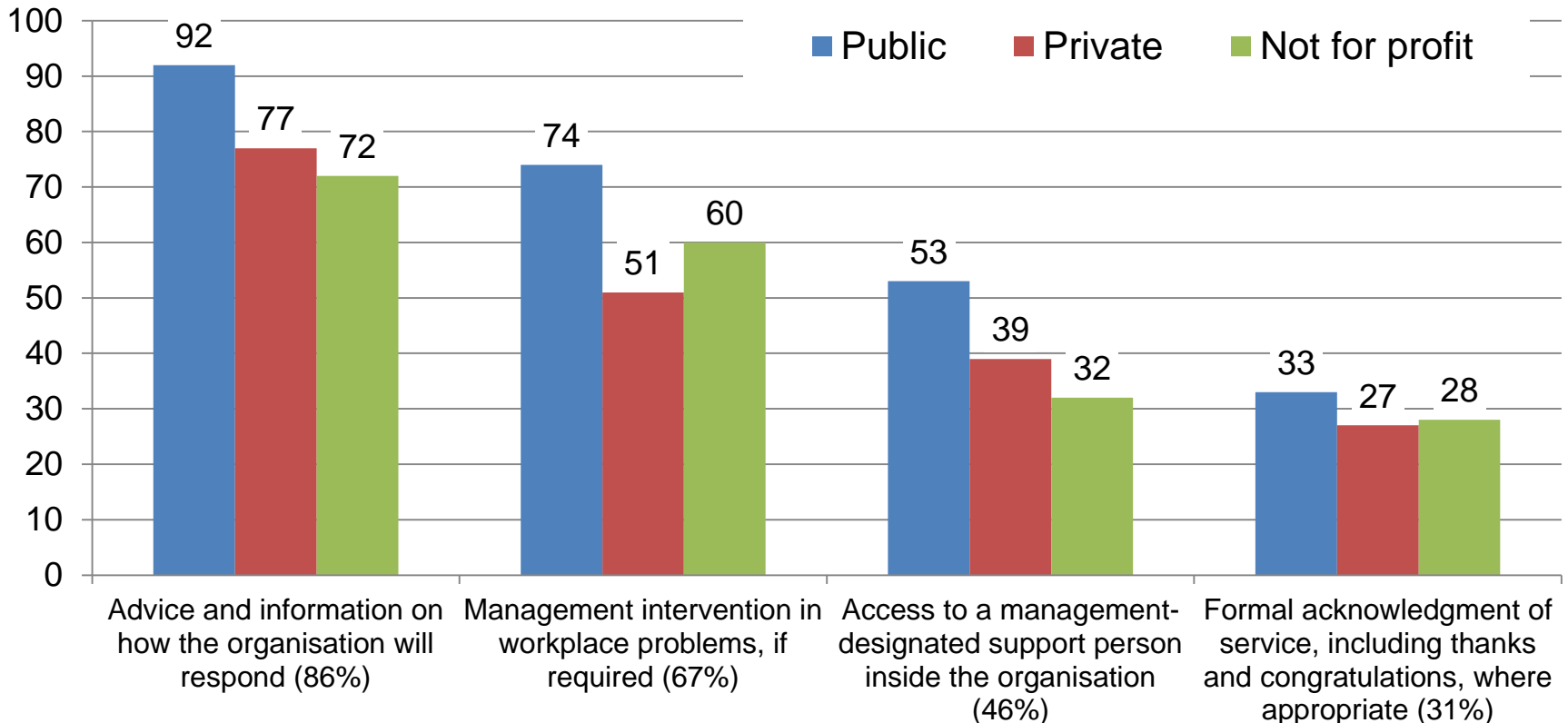


**Q14. With whom are staff and others in your organisation allowed to raise wrongdoing concerns?** Percentage selecting as available.





**Q22. What types of support are available for staff who raise wrongdoing concerns in your organisations?** As many as apply. (Select options shown only.)



**Q23. Where staff experience issues (e.g., reprisals, workplace conflicts, stress or other detrimental impacts) after raising wrongdoing concerns, what processes does your organisation have for seeking a resolution?** As many as apply. (Select options shown only.)

