Extraction Report

Samsung SM-G950F Galaxy S8

Summary

UFED Physical Analyzer version	[redacted]
Report creation time	1/10/2019 3:26:34 PM +10:00
Time zone settings (UTC)	(UTC+10:00) Sydney (Australia)
Examiner name	[redacted]
Location	Sydney
Case number	E18-0281-AS-7-2-PR-0011
Case name	Op Ember
Evidence number	E18-0281-AS-7-2-PR-0011
Organization	NSW ICAC
Investigator	[redacted]
Notes	Physical extraction of SThammiah Samsung SM-G950F Galaxy S8 Physical S/N: RF8J51B337E

Source Extraction

Physical	
Extraction start date/time	22/07/2019 3:47:51 PM(UTC+10)
Extraction end date/time	22/07/2019 4:27:14 PM(UTC+10)
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
Selected manufacturer	Samsung GSM
Selected device name	SM-G950F Galaxy S8
[redacted]	[redacted]
[redacted]	[redacted]
Is encrypted	True
Extraction type	Physical
[redacted]	[redacted]
Time zone settings (ID)	_Australia/Sydney

Plugins

[redacted]			

Contents

Type	Included in report	Total
Chats	1	148 (16 Deleted)
WhatsApp	1	79 (14 Deleted)

Malware scanner

Malware scan performed	False

Chats (1)

WhatsApp (1)

#		Deleted
1	**Details:** Group photos: **Start Time:** 24/05/2017 10:22:17 AM(UTC+10) **Last Activity:** 6/07/2018 3:13:25 PM(UTC+10) **Number of attachments:** 77 **Source:** WhatsApp **Body file:** chat-1.txt **Participants:** 61[redacted]5434@s.whatsapp.net SOLIMAN Samer Steve (owner) **Identifier:** 61[redacted]5434@s.whatsapp.net	

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

Whats happening bro how r ya

Platform: Mobile

24/05/2017 10:22:17 AM(UTC+10)

System Message System Message

Messages to this chat and calls are now secured with end-to-end encryption. Tap for more info.

Platform: Mobile

24/05/2017 10:22:19 AM(UTC+10)

Steve

Even if I point him to another person

Participant	Delivered	Read	Played
61[redacted]5434 @s.whatsapp. net SOLIMAN Samer	9/10/2017 11:22:04 AM(UTC+11)		

Status: Sent
Platform: Mobile

9/10/2017 11:22:02 AM(UTC+11)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

The guys are reveiwing your tender now by thr way

Platform: Mobile

9/10/2017 11:22:04 AM(UTC+11)

Steve

I know he can't just get them to do it either

Participant	Delivered	Read	Played
61[redacted]5434@ s.whatsapp.net SOLIMAN Samer	9/10/2017 11:22:13 AM(UTC+11)		

Status: Sent
Platform: Mobile

9/10/2017 11:22:10 AM(UTC+11)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

Only 12 responses total

Platform: Mobile

9/10/2017 11:22:14 AM(UTC+11)

Steve

Red tape galore

Participant	Delivered	Read	Played
61[redacted]5434 @s.whatsapp. net SOLIMAN Samer	9/10/2017 11:22:17 AM(UTC+11)		

Status: Sent
Platform: Mobile

9/10/2017 11:22:15 AM(UTC+11)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

Yeah exactly. Ray cant do shit. He doesnt hold the budgets lol

Platform: Mobile

9/10/2017 11:22:34 AM(UTC+11)

Steve

12 dumbasses...

Participant	Delivered	Read	Played
61[redacted]5434 @s.whatsapp. net SOLIMAN Samer	9/10/2017 11:22:36 AM(UTC+11)		

Status: Sent

Platform: Mobile

9/10/2017 11:22:34 AM(UTC+11)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

Hahah

Platform: Mobile

9/10/2017 11:22:40 AM(UTC+11)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

Well...6 of them are alexs abd craigs guys

Platform: Mobile

9/10/2017 11:22:51 AM(UTC+11)

Steve

Yeah alright

Participant	Delivered	Read	Played
61[redacted]5434 @s.whatsapp. net SOLIMAN Samer	9/10/2017 11:23:00 AM(UTC+11)		

Status: Sent

Platform: Mobile

9/10/2017 11:22:58 AM(UTC+11)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

Accuweigh, weighpack, novation

Platform: Mobile

9/10/2017 11:23:04 AM(UTC+11)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

And some other random

Platform: Mobile

9/10/2017 11:23:08 AM(UTC+11)

Steve

Well the sole vendor thing

Participant	Delivered	Read	Played
61[redacted]5434 @s.whatsapp. net SOLIMAN Samer	9/10/2017 11:23:14 AM(UTC+11)		

Status: Sent

Platform: Mobile

9/10/2017 11:23:12 AM(UTC+11)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

We're a shoe in

Platform: Mobile

9/10/2017 11:23:13 AM(UTC+11)

Steve

Is the golden ticket

Participant	Delivered	Read	Played
61[redacted]5434 @s.whatsapp. net SOLIMAN Samer	9/10/2017 11:23:23 AM(UTC+11)		

Status: Sent

Platform: Mobile

9/10/2017 11:23:21 AM(UTC+11)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

Eeeexactly

Platform: Mobile

9/10/2017 11:23:31 AM(UTC+11)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

I gotta meet the minister abour this scales media enquiry

Platform: Mobile

9/10/2017 11:23:49 AM(UTC+11)

Extraction Report

Samsung SM-G950F Galaxy S8

Summary

UFED Physical Analyzer version	[redacted]
Report creation time	1/10/2019 3:26:34 PM +10:00
Time zone settings (UTC)	(UTC+10:00) Sydney (Australia)
Examiner name	[redacted]
Location	Sydney
Case number	E18-0281-AS-7-2-PR-0011
Case name	Op Ember
Evidence number	E18-0281-AS-7-2-PR-0011
Organization	NSW ICAC
Investigator	[redacted]
Notes	Physical extraction of SThammiah Samsung SM-G950F Galaxy S8 Physical S/N: RF8J51B337E

Source Extraction

Physical	
Extraction start date/time	22/07/2019 3:47:51 PM(UTC+10)
Extraction end date/time	22/07/2019 4:27:14 PM(UTC+10)
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
Selected manufacturer	Samsung GSM
Selected device name	SM-G950F Galaxy S8
[redacted]	[redacted]
[redacted]	[redacted]
Is encrypted	True
Extraction type	Physical
[redacted]	[redacted]
Time zone settings (ID)	_Australia/Sydney

Plugins

[redacted]			

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

Awwwww shietttt

Platform: Mobile

6/06/2018 3:28:01 PM(UTC+10)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

Dreading this day with my asshole boss...restructuring beginning

Platform: Mobile

7/06/2018 6:58:26 AM(UTC+10)

Steve

really

Participant	Delivered	Read	Played
61[redacted]5434 @s.whatsapp. net SOLIMAN Samer	7/06/2018 6:58:44 AM(UTC+10)		

Status: Sent

Platform: Mobile

7/06/2018 6:58:41 AM(UTC+10)

Steve

maybe Alexs head is on the block

Participant	Delivered	Read	Played
61[redacted]5434 @s.whatsapp. net SOLIMAN Samer	7/06/2018 7:00:53 AM(UTC+10)		

Status: Sent

Platform: Mobile

7/06/2018 7:00:51 AM(UTC+10)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

All ours are

Platform: Mobile

7/06/2018 7:01:27 AM(UTC+10)

61[redacted]5434@s.whatsapp.net SOLIMAN Samer

They sneaky...they corrupt too...they want in where the $ are

Platform: Mobile

7/06/2018 7:01:44 AM(UTC+10)

Extraction Report

Summary

UFED Physical Analyzer version	[redacted]
Report creation time	19/12/2018 2:48:25 PM +11:00
Time zone settings (UTC)	Original UTC value
Examiner name	[redacted]
Location	Sydney
Case number	E18-0281
Case name	OP EMBER
Evidence number	E18-0281-AS-7-2-PR-0001
Department	Forensics
Organization	NSW ICAC
Investigator	[redacted]
Notes	Screenshots selected by Adam Griffiths from E18-0281-AS-7-2-PR-0001 Samsung Galaxy S9 IMEI 357164098819918 with Telstra SIM card.

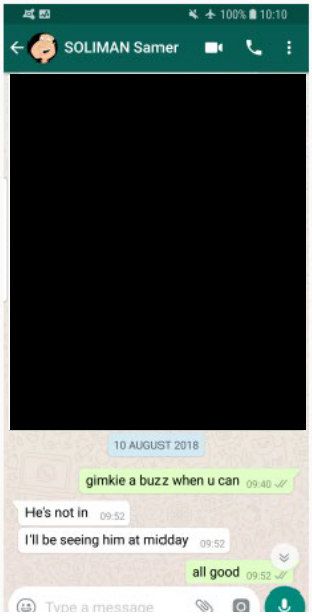
Source Extraction

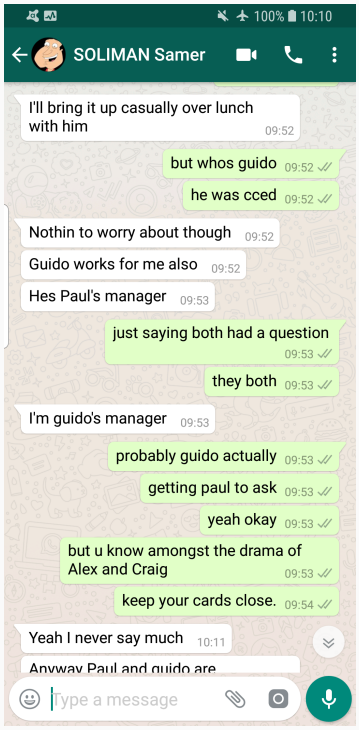
Device Screenshots	
Extraction start date/time	14/12/2018 11:09:45 AM(UTC+11)
Extraction end date/time	14/12/2018 11:09:51 AM(UTC+11)
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
Selected manufacturer	Samsung GSM
Selected device name	SM-G960F Galaxy S9
[redacted]	[redacted]
[redacted]	[redacted]
Extraction type	Device Screenshots
[redacted]	[redacted]

Plugins

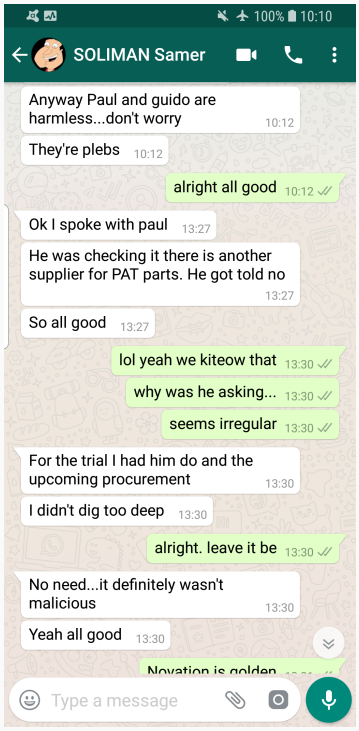
[redacted]			

#	File Info		Additional file info	
43	**Name:**	image0044.png	**Note:**	
	Path:	Phone/image0044.png	**Size (bytes):**	938302
	MD5:	08c08d076d9faeebc442545ccdee4a58	**Created:**	13/12/2018 11:08:54 PM(UTC+0)





#	File Info		Additional file info	
45	**Name:**	image0046.png	**Note:**	
	Path:	Phone/image0046.png	**Size (bytes):**	971125
	MD5:	badef673f2128a6d70a38b370be10151	**Created:**	13/12/2018 11:09:25 PM(UTC+0)



#	File Info		Additional file info	
46	**Name:**	image0047.png	**Note:**	
	Path:	Phone/image0047.png	**Size (bytes):**	945221
	MD5:	612660d896d879d18f88d2a8a55180b7	**Created:**	13/12/2018 11:10:00 PM(UTC+0)

RMS TRAINING RECORD OF SAMER SOLIMAN

First Name	Last Name	Delivery Method	Item Name	Item ID	Item Type	Completion Date	Completion Status
Samer	Soliman	Face to Face	Conscious Inclusion – Driving an inclusive culture	CI01	Course	3/05/2017	Attended
Samer	Soliman	Face to Face	Difficult Conversations	WCI06	Course	10/11/2017	Attended
Samer	Soliman	Face to Face	Drugs and Alcohol Procedure Training	DAR01	Course	18/07/2017	Attended
Samer	Soliman	N/A	Equip – Manager Self-Service Briefing	ERP131B	Briefing Session	8/03/2016	Attended
Samer	Soliman	Face to Face	Managing Behaviour and Conduct at a local level	WCI04	Course	10/11/2017	Attended
Samer	Soliman	N/A	Appropriate Use of Systems and Resources - Online	PC169E	Course	12/01/2011	Completed
Samer	Soliman	N/A	Blueprint - Online	PC158E	Course	12/01/2011	Completed
Samer	Soliman	N/A	Bullying and Discrimination Prevention 2014 - Online	BSC06E	Course	13/03/2014	Completed
Samer	Soliman	eLearning	Code of Conduct - Online	CC68E	Course	9/02/2015	Completed
Samer	Soliman	eLearning	Code of Conduct - Online	CC68E	Course	9/03/2016	Completed
Samer	Soliman	eLearning	Code of Conduct - Online	CC68E	Course	14/09/2017	Completed
Samer	Soliman	N/A	Compliance Operations Ethics - Online	PC175E	Course	9/03/2016	Completed
Samer	Soliman	N/A	Corporate Reference Material - Online	RE34E	Course	12/01/2011	Completed
Samer	Soliman	N/A	Critical Tools for Safety Leaders	SV76	Course	15/06/2011	Completed
Samer	Soliman	N/A	Equip - BI Reporting Navigation	ERP1303F	Course	4/08/2016	Completed
Samer	Soliman	Face to Face	Equip - Contract Management for TfNSW_RMS_NSWT	ERP3224F	Course	13/10/2017	Completed
Samer	Soliman	N/A	Equip - Manager Self Service Briefing	RY66	Course	8/03/2016	Completed
Samer	Soliman	eLearning	Equip - Portfolio and Project Management Overview - Online	ERP1319E	Course	17/08/2017	Completed
Samer	Soliman	N/A	Equip - Project Delivery: Minor Infrastructure	ERP1317F	Course	8/07/2016	Completed
Samer	Soliman	N/A	Equip – Procurement Basics: Buy, Track, and Receipt	ERP1210F	Course	12/07/2016	Completed
Samer	Soliman	N/A	Expert Witness and Evidence	RG60	Course	22/11/2012	Completed
Samer	Soliman	Face to Face	General Induction for Construction Work (White Card)	WR10	Course	6/02/2014	Completed
Samer	Soliman	N/A	Get Connected: Induction Program RMS	SF19	Course	7/04/2011	Completed
Samer	Soliman	N/A	Low Risk Driver Training - Practical	RJ41	Course	16/03/2011	Completed
Samer	Soliman	N/A	Low Risk Driving Training	SF25	Course	15/03/2011	Completed
Samer	Soliman	N/A	My Employment for RMS - Online	PC143E	Course	12/01/2011	Completed
Samer	Soliman	N/A	My Safety - Online	SF61E	Course	12/01/2011	Completed
Samer	Soliman	N/A	OHS Risk Management For Supervisors And Managers	SF22	Course	16/04/2014	Completed
Samer	Soliman	N/A	RMS Intranet - Online	PC181E	Course	11/01/2011	Completed
Samer	Soliman	N/A	Records Management at the RTA: Introduction - Online	PC162E	Course	12/01/2011	Completed
Samer	Soliman	eLearning	Recruitment: Procedure - Online	PC168E	Course	15/01/2014	Completed
Samer	Soliman	eLearning	Recruitment: The RMS Process - Online	PC183E	Course	15/01/2014	Completed
Samer	Soliman	eLearning	Unconscious Bias - Online	UB01E	Course	10/08/2017	Completed
Samer	Soliman	N/A	Equip - Purchasing Procurement Champions	ERP0208F	Course	19/07/2016	Not Attended
Samer	Soliman	Face to Face	Using CM21 - Contract Management System	SF79	Course	23/03/2016	Not Attended

Agency	Division	Department	Organisational Unit	Personnel Number	First Name	Last Name	Manager	Employee Group	Employee Sub Group	Delivery Method	Item Name	Item ID	Item Type	Completion Date	Completion Status
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	Face to Face	Conscious Inclusion – Driving an inclusive culture	CI01	Course	3/05/2017	Attended
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	Face to Face	Difficult Conversations	WCI06	Course	10/11/2017	Attended
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	Face to Face	Drugs and Alcohol Procedure Training	DAR01	Course	18/07/2017	Attended
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Equip – Manager Self-Service Briefing	ERP131B	Briefing Session	8/03/2016	Attended
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	Face to Face	Managing Behaviour and Conduct at a local level	WCI04	Course	10/11/2017	Attended
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Appropriate Use of Systems and Resources - Online	PC169E	Course	12/01/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Blueprint - Online	PC158E	Course	12/01/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Bullying and Discrimination Prevention 2014 - Online	BSC06E	Course	13/03/2014	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	eLearning	Code of Conduct - Online	CC68E	Course	9/02/2015	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	eLearning	Code of Conduct - Online	CC68E	Course	9/03/2016	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	eLearning	Code of Conduct - Online	CC68E	Course	14/09/2017	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Compliance Operations Ethics - Online	PC175E	Course	9/03/2016	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Corporate Reference Material - Online	RE34E	Course	12/01/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Critical Tools for Safety Leaders	SV76	Course	15/06/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Equip - BI Reporting Navigation	ERP1303F	Course	4/08/2016	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	Face to Face	Equip - Contract Management for TfNSW_RMS_NSWT	ERP3224F	Course	13/10/2017	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Equip - Manager Self Service Briefing	RY66	Course	8/03/2016	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	eLearning	Equip - Portfolio and Project Management Overview - Online	ERP1319E	Course	17/08/2017	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Equip - Project Delivery: Minor Infrastructure	ERP1317F	Course	8/07/2016	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Equip – Procurement Basics: Buy, Track, and Receipt	ERP1210F	Course	12/07/2016	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Expert Witness and Evidence	RG60	Course	22/11/2012	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	Face to Face	General Induction for Construction Work (White Card)	WR10	Course	6/02/2014	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Get Connected: Induction Program RMS	SF19	Course	7/04/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Low Risk Driver Training - Practical	RJ41	Course	16/03/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Low Risk Driving Training	SF25	Course	15/03/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	My Employment for RMS - Online	PC143E	Course	12/01/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	My Safety - Online	SF61E	Course	12/01/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	OHS Risk Management For Supervisors And Managers	SF22	Course	16/04/2014	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	RMS Intranet - Online	PC181E	Course	11/01/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Records Management at the RTA: Introduction - Online	PC162E	Course	12/01/2011	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	eLearning	Recruitment: Procedure - Online	PC168E	Course	15/01/2014	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	eLearning	Recruitment: The RMS Process - Online	PC183E	Course	15/01/2014	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	eLearning	Unconscious Bias - Online	UB01E	Course	10/08/2017	Completed
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	N/A	Equip - Purchasing Procurement Champions	ERP0208F	Course	19/07/2016	Not Attended
Roads & Maritime Services	Compliance and Regulatory Services	Compliance	Heavy Vehicle Programs	963135	Samer	Soliman	Sarkar, Saurav	Permanent Full-Time	Salaried	Face to Face	Using CM21 - Contract Management System	SF79	Course	23/03/2016	Not Attended

FW: Fraud and corruption awareness training presentation

From: SOLIMAN Samer <"/o=rta/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=solimans">
To: ~Compliance – ComplianceSyst – HV Prog. <_1beaba@rta.nsw.gov.au>
Date: Thu, 14 Sep 2017 12:57:03 +1000
Attachments: Ennis Road Fraud and corruption awareness training V1.pptx (18.64 MB); Ethical decision making training V2.pptx (6.51 MB)

Some good general information here.

Samer Soliman
Manager Heavy Vehicle Programs

From: MCCAFFERY Tam A
Sent: Wednesday, 13 September 2017 9:02 AM
To: CHAN Frank; COOK Michael L; HARTLEY Helen H; HAYES Paul P; SALIBA Lesa; SARKAR Saurav; SOLIMAN Samer; WONG Vincent
Subject: Fraud and corruption awareness training presentation

Good morning -

Yesterday I attended Fraud and Corruption awareness training (2hrs) presented by RMS Audit and Risk Branch

I found the presentation very informative and recommend that you attend (not sure of the remaining dates though)

The presenters are also available to “come to us” which is another option.

If you would like a copy of the presentation let me know (It is a big file)

Tam

Transport Roads & Maritime Services
NSW GOVERNMENT

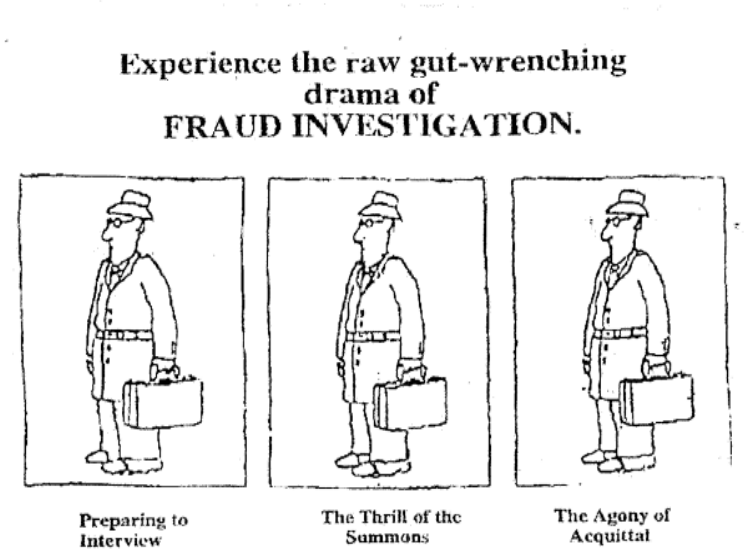
Fraud and Corruption Awareness

Audit and Risk Branch
Corruption Prevention and Investigations Section

Learning Outcomes

- An understanding of the ICAC and how it relates to the ethical requirements of your role
- A greater understanding of the ethical policies of RMS
- An understanding of precursors to fraud and corruption
- Knowledge to help you maintain an ethical work environment
- An understanding of how to report corruption and the protections for ‘whistle-blowers’

Audit and Risk Branch



- Chief Audit and Risk Officer – Andrew Graham
- Senior Manager Risk – Allan Murray
- Senior Manager Corruption Prevention and Investigations – Paul Grech
- Senior Audit Manager - Ethan Nguyen

CP&I Section – What we do

- Receive and assess fraud and corruption allegations and public interest disclosures
- Investigate allegations of Fraud and Corruption
- Co-ordinate on behalf of the CEO corruption referrals to the ICAC
- Provide advice to management on fraud and corruption prevention
- Coordinate the RMS Fraud Control Plan – prevention, detection and response
- Manager 'whistle-blower' disclosures and/or provide advice on ethical dilemmas

What is fraud?

Section 192C (interpretation)

192C Obtaining property belonging to another

(1) For the purposes of this Part, a person obtains property if:

(a) the person obtains ownership, possession or control of the property for himself or herself or for another person, or

(b) the person enables ownership, possession or control of the property to be retained by himself or herself or by another person, or

(c) the person induces a third person to do something that results in the person or another person obtaining or retaining ownership, possession or control of the property.

(2) A person does not commit an offence under this Part by obtaining or intending to obtain property belonging to another unless the person intends to permanently deprive the other of the property.

(3) For the purposes of this Part, property belongs to a person if:

(a) the person has possession or control of the property, or

(b) the person has a proprietary right or interest in the property (not being an equitable interest arising only from an agreement to transfer or grant an interest or from a constructive trust). If property is subject to a trust, the persons to whom it belongs include any person having a right to enforce the trust.

4) A person obtaining property belonging to another without meaning the other permanently to lose the thing itself had, nevertheless, the intention of permanently depriving the other of it if the person's intention is to treat the thing as his or her own to dispose of regardless of the other's rights. A borrowing or lending of the property may amount to so treating it if, but only if, the borrowing or lending is for a period and in circumstances making it equivalent to an outright taking or disposal.

(5) Without limiting the generality of subsection (4), if:

(a) a person has possession or control (lawfully or not) of property belonging to another, and

(b) the person parts with the property under a condition as to its return that the person may not be able to perform, and

(c) the parting is done for the purposes of his or her own and without the other's authority, the parting amounts to treating the property as his or her own to dispose of regardless of the other's rights.

What is corruption?

Section 8(2A) of the ICAC Act

While it can take many forms, corrupt conduct occurs when:

- a **public official improperly uses**, or tries to improperly use, the **knowledge, power or resources of their position** for personal gain or the advantage of others;
- a public official dishonestly exercises his or her official functions, or improperly exercises his or her official functions **in a partial manner, breaches public trust or misuses information or material acquired** during the course of his or her **official functions**;
- a member of the public influences, or tries to influence, a public official to use his or her position in a way that is dishonest or partial;
- a member of the public engages in conduct that could involve one of the matters set out in section 8(2A) of the ICAC Act where such conduct impairs, or could impair, public confidence in public administration (*Independent Commission Against Corruption Amendment Act 2015*).

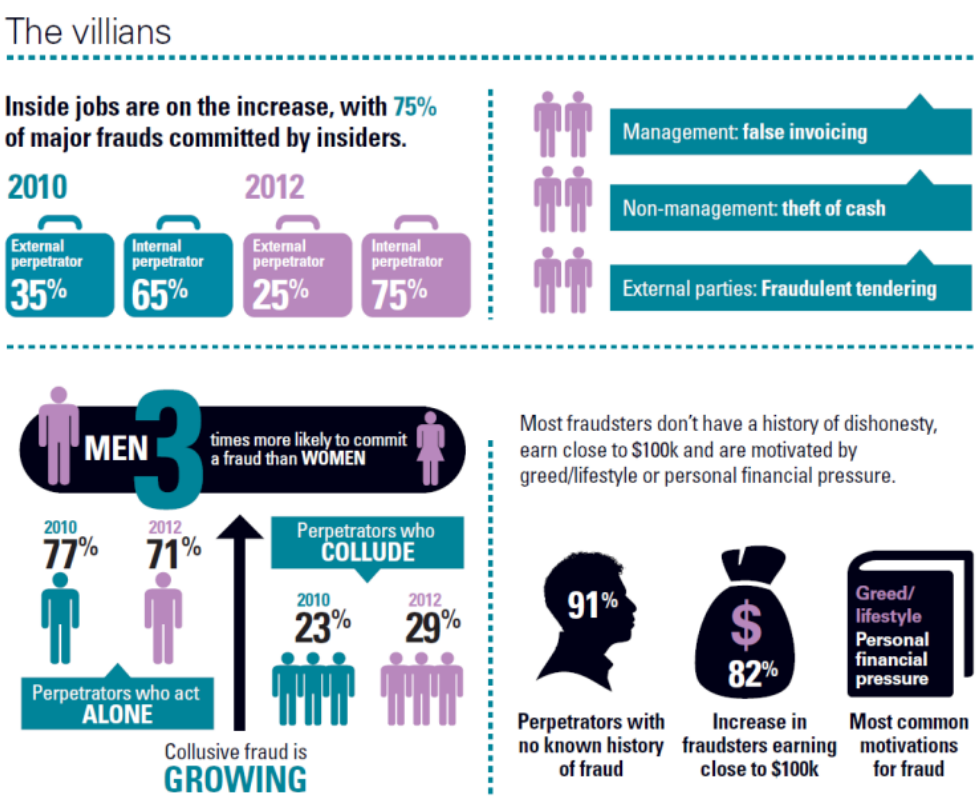
An understanding of corrupt conduct is important because…reputation

ICAC

- The Independent Commission Against Corruption (ICAC) was established in 1988 as an independent organisation to protect the public interest, prevent breaches of public trust and guide the conduct of public officials in the NSW public sector.
- Under the ICAC Act and other legislation, the ICAC is given special powers, which in some respects exceed those given to the police, to perform its investigative functions.

Fraud and Corruption environment

KPMG's ANZ Fraud, Corruption and Bribery survey 2012



Fraud and Corruption environment

Deloitte Bribery and Corruption Survey 2015

Domestic corruption
Are we as clean as we think?

Organisations that have experienced one or more known instances of domestic corruption in the last five years

The most common types of domestic corruption

UNDISCLOSED CONFLICT OF INTEREST

SUPPLIER KICKBACKS

PERSONAL FAVOURS

The top three ways in which the instances were discovered

MANAGEMENT REVIEW

INTERNAL CONTROLS

TIP-OFFS FROM EMPLOYEES

Respondents who see reputational damage as the key downside posed by domestic corruption

Thought: Are Australia and New Zealand deserving of their respective reputations? Almost one in four organisations having an incident is a significant level of corruption. Can your organisation afford to ignore this risk?

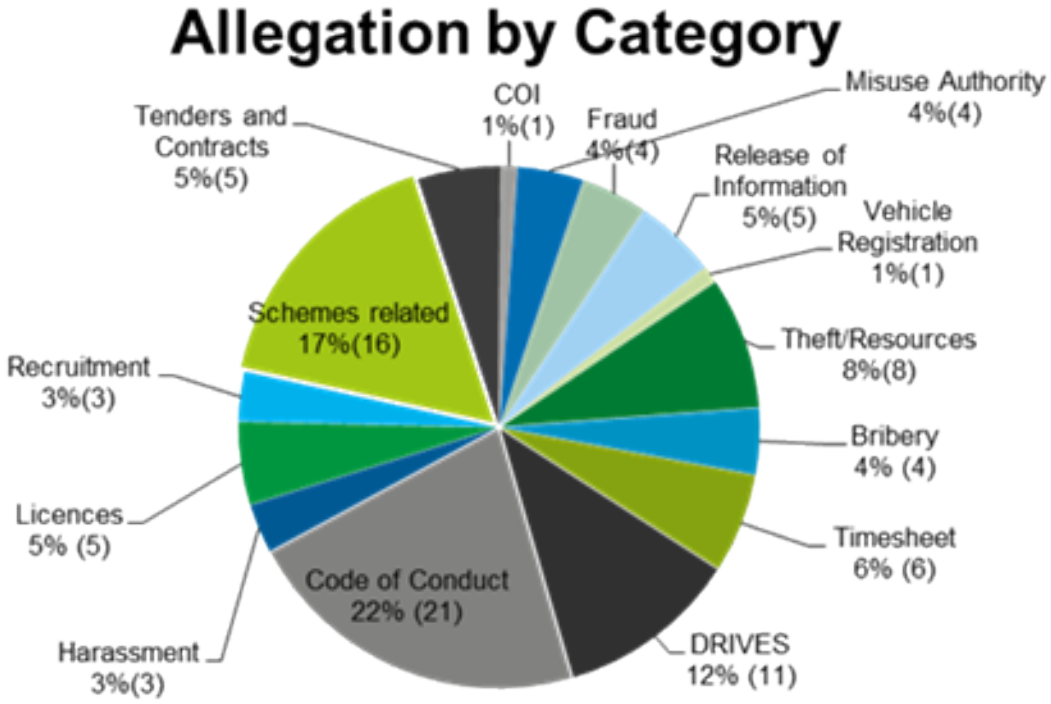
ICAC latest statistics on corruption

Table 28: Types of corrupt conduct alleged in matters received in 2015–16

Conduct	Section 10 complaints (s 10s)		Public interest disclosures (PIDs)		Section 11 reports (s 11s)		Other types of matters (OMs)		Total for all matters	
	Number of s 10s	% of s 10s	Number of PIDs	% of PIDs	Number of s 11s	% of s 11s	Number of OMs	% of OMs	Number of matters	% of all matters
Partiality	217	33%	101	46%	115	19%	54	6%	487	20%
Improper use of records or information	170	26%	49	22%	214	35%	36	4%	469	19%
Failure to perform required actions	172	26%	53	24%	122	20%	53	6%	400	16%
Personal interests	149	23%	70	32%	124	20%	29	3%	372	15%
Improper use or acquisition of funds or resources	84	13%	36	16%	187	31%	21	2%	328	13%
Intimidating or violent conduct	78	12%	33	15%	35	6%	26	3%	172	7%
Bribery, secret commissions and gifts	72	11%	15	7%	63	10%	13	1%	163	7%
Corrupt conduct related to investigations or proceedings	75	11%	31	14%	15	2%	28	3%	149	6%
Other corrupt conduct	86	13%	14	6%	27	4%	26	3%	153	6%
Non-corrupt conduct	59	9%	13	6%	17	3%	68	7%	157	6%

Note: Percentages may not add to 100% because allegations may involve more than one type of corrupt conduct or allegations of corrupt conduct may not be made.

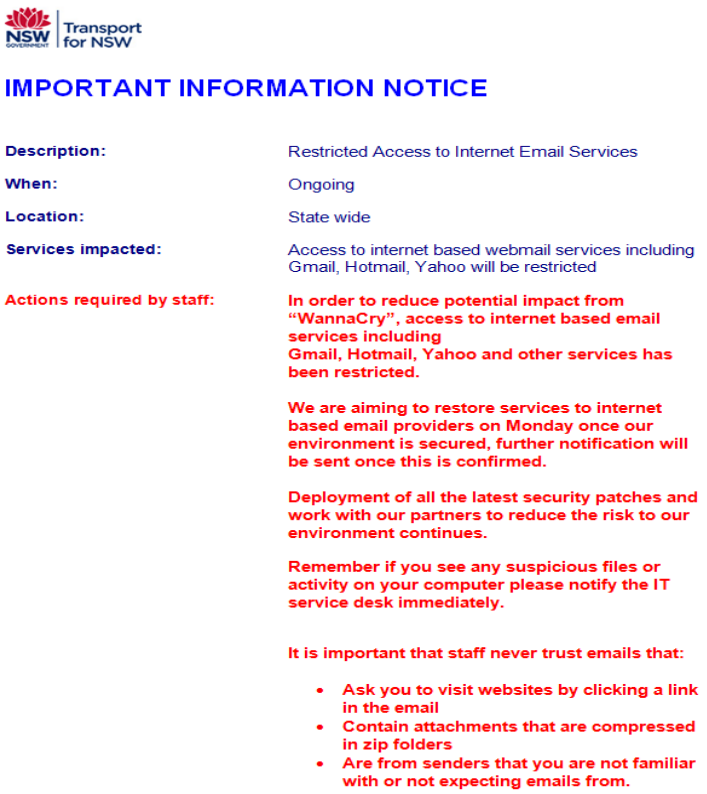
RMS assessments of fraud and corruption 2015/16



Emerging major fraud risks

Cyber crime:

- Identity theft – fraud
- Online scams - fraud
- Attacks on computer systems – denial of service
- Internal staff with links to organised crime and/or terrorism – defeating IT security systems



NSW Transport for NSW

IMPORTANT INFORMATION NOTICE

Description:	Restricted Access to Internet Email Services
When:	Ongoing
Location:	State wide
Services impacted:	Access to internet based webmail services including Gmail, Hotmail, Yahoo will be restricted
Actions required by staff:	**In order to reduce potential impact from "WannaCry", access to internet based email services including Gmail, Hotmail, Yahoo and other services has been restricted.**

We are aiming to restore services to internet based email providers on Monday once our environment is secured, further notification will be sent once this is confirmed.

Deployment of all the latest security patches and work with our partners to reduce the risk to our environment continues.

Remember if you see any suspicious files or activity on your computer please notify the IT service desk immediately.

It is important that staff never trust emails that:

- **Ask you to visit websites by clicking a link in the email**
- **Contain attachments that are compressed in zip folders**
- **Are from senders that you are not familiar with or not expecting emails from.**

RMS framework of ethical behaviour policies

- Code of Conduct (later slide)
- Gifts, Benefits and Bribes Procedures (later slide)
- Secondary Employment Procedure (later slide)
- Conflicts of Interest Procedure (later slide)
- Discipline Policy and Procedure
- Public Interest Disclosures - Internal Reporting Policy, Procedure and Reporting Form
- Statement of Business Ethics (later slide)

Code of Conduct

- Respect people
- Customer Service
- Work efficiently
- Confidential information
- Secondary employment (later slide)

Conflicts of Interest

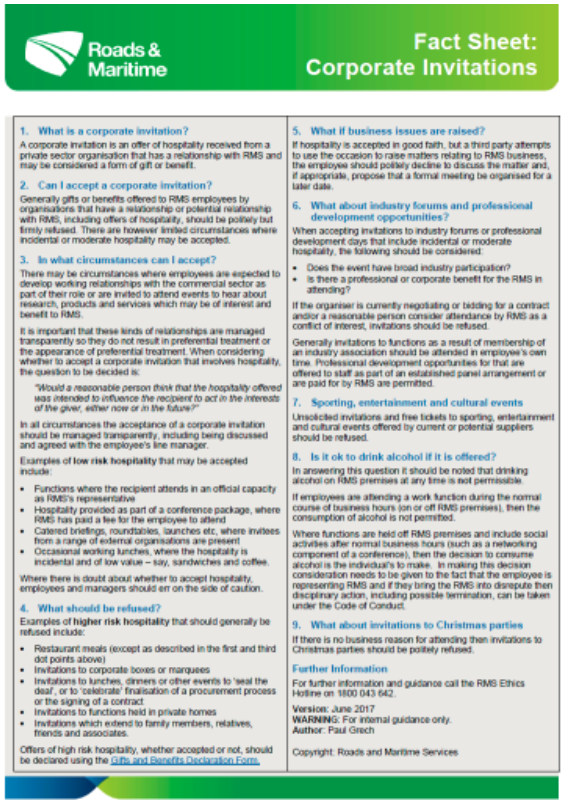
- Actual/Potential/Perceived
- Declare
- Discuss with Manager
- Manager to manage
- Made in writing on appropriate form
- Sent to CARO

Gifts and Benefits

- Refuse
- Be alert to reason for gift
- Token gifts – pens, hats etc
- Substantial gifts – money etc
- Bribes
- Gift register

Corporate invitations to functions and events

- In what circumstances can I accept corporate invitations?
- What should be refused?
- What about industry forums and professional development opportunities?
- Is it ok to drink alcohol if it is offered?
- What about invitations to Christmas parties?



Roads & Maritime

Fact Sheet: Corporate Invitations

1. What is a corporate invitation?

A corporate invitation is an offer of hospitality received from a private sector organisation that has a relationship with RMS and may be considered a form of gift or benefit.

2. Can I accept a corporate invitation?

Generally gifts or benefits offered to RMS employees by organisations that have a relationship or potential relationship with RMS, including offers of hospitality, should be politely but firmly refused. There are however limited circumstances where incidental or moderate hospitality may be accepted.

3. In what circumstances can I accept?

There may be circumstances where employees are expected to develop working relationships with the commercial sector as part of their role or are invited to attend events to hear about research, products and services which may be of interest and benefit to RMS.

It is important that these kinds of relationships are managed transparently so they do not result in preferential treatment or the appearance of preferential treatment. When considering whether to accept a corporate invitation that involves hospitality, the question to be decided is:

"Would a reasonable person think that the hospitality offered was intended to influence the recipient to act in the interests of the giver, either now or in the future?"

In all circumstances the acceptance of a corporate invitation should be managed transparently, including being discussed and agreed with the employee's line manager.

Examples of **low risk hospitality** that may be accepted include:

- Functions where the recipient attends in an official capacity as RMS's representative
- Hospitality provided as part of a conference package, where RMS has paid a fee for the employee to attend
- Catered briefings, roundtables, launches etc, where invitees from a range of external organisations are present
- Occasional working lunches, where the hospitality is incidental and of low value – say, sandwiches and coffee.

Where there is doubt about whether to accept hospitality, employees and managers should err on the side of caution.

4. What should be refused?

Examples of **higher risk hospitality** that should generally be refused include:

- Restaurant meals (except as described in the first and third dot points above)
- Invitations to corporate boxes or marquees
- Invitations to lunches, dinners or other events to 'seal the deal', or to 'celebrate' finalisation of a procurement process or the signing of a contract
- Invitations to functions held in private homes
- Invitations which extend to family members, relatives, friends and associates.

Offers of high risk hospitality, whether accepted or not, should be declared using the Gifts and Benefits Declaration Form.

5. What if business issues are raised?

If hospitality is accepted in good faith, but a third party attempts to use the occasion to raise matters relating to RMS business, the employee should politely decline to discuss the matter and, if appropriate, propose that a formal meeting be organised for a later date.

6. What about industry forums and professional development opportunities?

When accepting invitations to industry forums or professional development days that include incidental or moderate hospitality, the following should be considered:

- Does the event have broad industry participation?
- Is there a professional or corporate benefit for the RMS in attending?

If the organiser is currently negotiating or bidding for a contract and/or a reasonable person consider attendance by RMS as a conflict of interest, invitations should be refused.

Generally invitations to functions as a result of membership of an industry association should be attended in employee's own time. Professional development opportunities for that are offered to staff as part of an established panel arrangement or are paid for by RMS are permitted.

7. Sporting, entertainment and cultural events

Unsolicited invitations and free tickets to sporting, entertainment and cultural events offered by current or potential suppliers should be refused.

8. Is it ok to drink alcohol if it is offered?

In answering this question it should be noted that drinking alcohol on RMS premises at any time is not permissible.

If employees are attending a work function during the normal course of business hours (on or off RMS premises), then the consumption of alcohol is not permitted.

Where functions are held off RMS premises and include social activities after normal business hours (such as a networking component of a conference), then the decision to consume alcohol is the individual's to make. In making this decision consideration needs to be given to the fact that the employee is representing RMS and if they bring the RMS into disrepute then disciplinary action, including possible termination, can be taken under the Code of Conduct.

9. What about invitations to Christmas parties

If there is no business reason for attending then invitations to Christmas parties should be politely refused.

Further Information

For further information and guidance call the RMS Ethics Hotline on 1800 043 642.

Version: June 2017
WARNING: For internal guidance only.
Author: Paul Grech

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Secondary Employment

- Must have approval
- Does it create a conflict with RMS
- WHS issues
- Not intrude on RMS work time
- Not to use RMS resources
- Must be renewed each year

Use of Social Media

While social media appears to blur private and public spheres, activities on social media websites are considered public activities. RMS staff must not:

- use their work email address on social media;
- use a RMS or NSW Government logo or insignia;
- impersonate another staff member;
- publish content likely to bring the RMS into disrepute;
- make disparaging comments about work colleagues;
- post material that is, or might be construed as offensive, obscene, defamatory, hateful, racist, sexist, infringes copyright, constitutes a contempt of court or is otherwise unlawful;
- imply that they are authorised to speak as a representative of RMS or the NSW Government, or give the impression that the views they express are those of the RMS or the Government; and/or
- post material that is, or might be construed as, threatening, harassing, bullying or discriminatory towards other staff.

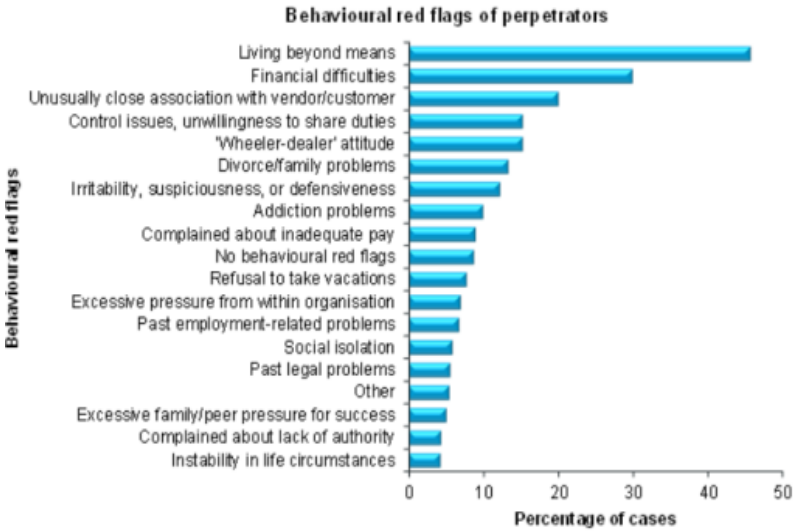
Recognising fraud and corruption indicators

KPMG's ANZ Fraud, Corruption and Bribery survey 2012 and Audit Officer of NSW 2016

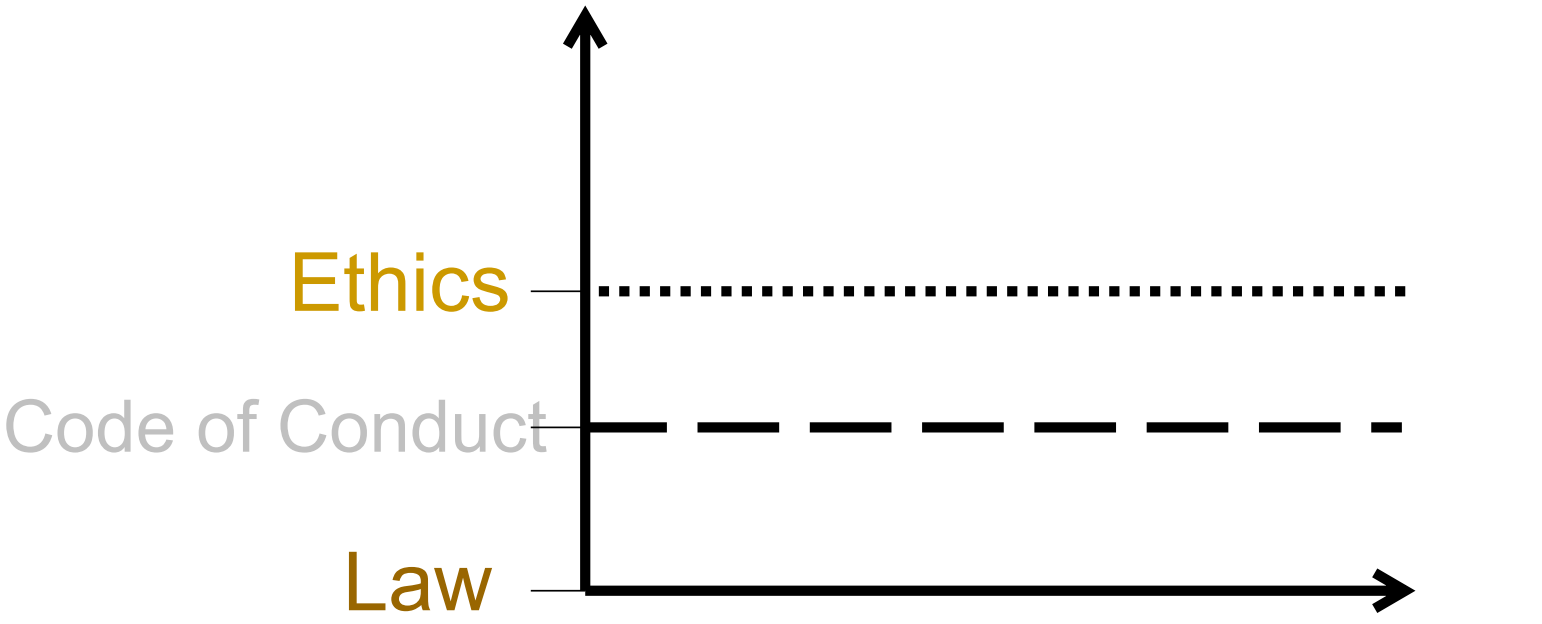
KPMG red flags:

- Financial information that is inconsistent with KPIs
- Unusually close relationship with customers or suppliers
- Failing to declare potential conflicts of interest or gifts and benefits
- Lack of supporting documentation for transactions
- Failure to implement internal controls or reconcile cash or stock
- Requests for system access not commensurate with role
- Not taking holidays
- Apparent living beyond their means
- Excessive gambling

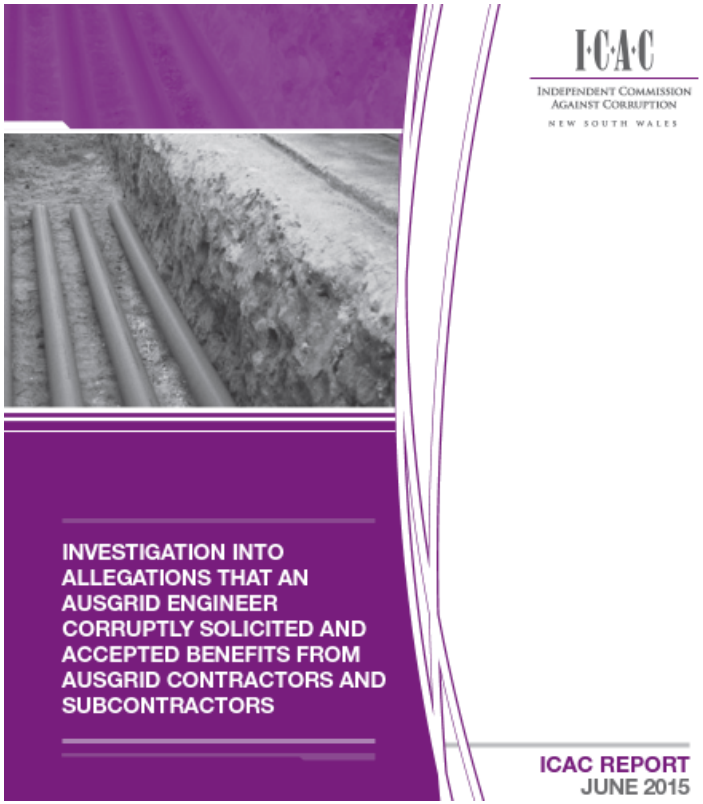
Audit Office of NSW red flags:



Leadership



ICAC Case Study



The facts

- The ICAC conducted an investigation into an Ausgrid engineer, Phillip Cresnar, relating to the receipt of goods, cash and other benefits to the amount of $252K from contractors and sub-contractors.
- Ausgrid is a SOC and distributor of electricity in Sydney, Newcastle and Wollongong. Cresner worked in the Contract Cable Laying section. The installation of cables is largely undertaken by private contractors.
- Cresner received kickbacks from five companies that were subsequently contracted by Ausgrid. These companies significantly increased their revenue after they were admitted to the Ausgrid contractor panel
- ICAC found that these companies provided benefits as “an inducement or reward for Cresnar to exercising his public official function to show favour, or not to show disfavour, to their business in relation to work for Ausgrid”.

ICAC surveillance

Requirement to report corrupt conduct

Ethics hotline – 1800 043 642 / rms.ethics.hotline@rms.nsw.gov.au

Whistleblower protection

Public Interest Disclosures Act 1994 (PID Act)

Under the PID Act, RMS encourages staff to report wrongdoing and supports those that do, by:

- ✓ maintaining a working environment that encourages staff to report wrongdoing
- ✓ has an effective internal reporting system that:
  - ✓ appropriately deals with reports of wrongdoing;
  - ✓ supports staff who report; and
  - ✓ ensure reprisals are not taken against them

Whistleblower protection

Public Interest Disclosures Act 1994 (PID Act)

- ✓ keeping the identity of the reporter and anyone who is the subject of a report confidential, where this is practical and appropriate
- ✓ ensuring that appropriate systems and strategies are established to minimise any risk of detrimental action in reprisal for a report being made
- ✓ ensuring that the workplace situation is effectively managed, particularly if there is conflict or reprisal is threatened or takes place
- ✓ taking appropriate action against anyone who threatens or takes reprisal against a person for reporting wrongdoing

Whistle-blower protection

A report is **not** covered by the PID Act if:

X it was made primarily to avoid dismissal or disciplinary action

X it contains intentionally false statements or is intended to mislead or attempt to mislead the recipient (these are offences under the PID Act)

X it questions the merits of government policy

X it is a grievance.

Why fight corruption?

- The University of Queensland's School of Economics research suggest that corruption hinders growth through its adverse effects on investment in physical capital, human capital, and political instability;
- Harvard University research suggests that corruption does not only affect income growth, but also affects the distribution of income; and
- OECD research shows the strong and systematic implementation of the various elements of the anticorruption agenda is necessary to address the impact of corruption on the various transmission channels, and consequently on sustained economic growth.

Reporting Corrupt Conduct

Internal Reporting

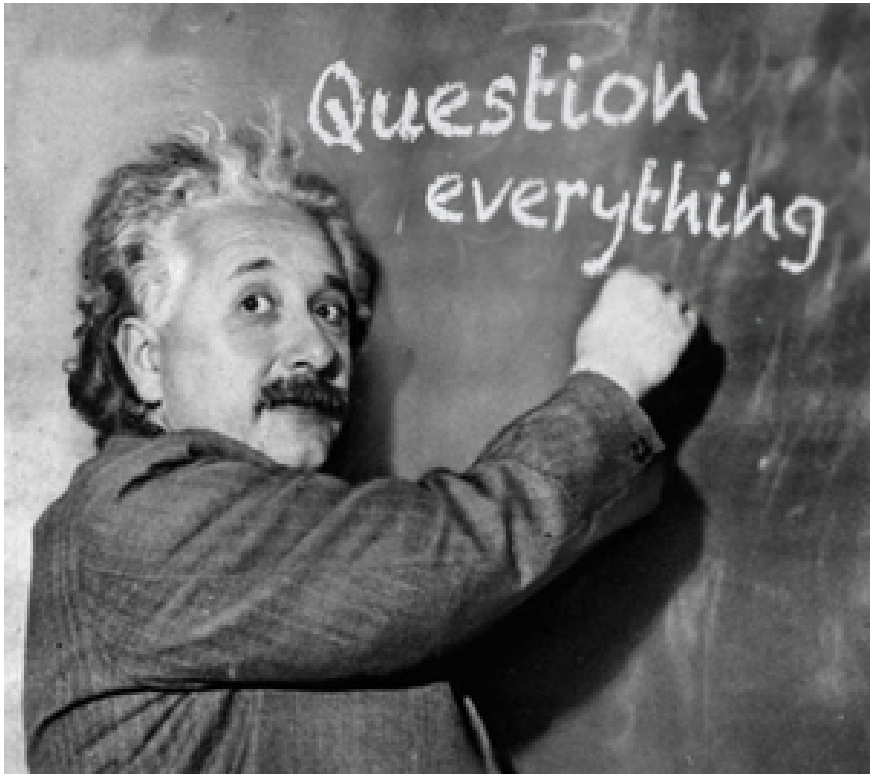
- Audit and Risk Branch 85885836
- Supervisor
- Other Senior Manager, Director etc
- Ethics hotline – 1800 043 642 / rms.ethics.hotline@rms.nsw.gov.au

External Reporting

- Corrupt Conduct - ICAC
- Maladministration - Ombudsman
- Serious & Substantial Waste of public money – Audit Office

FOR ADVICE: 1800 043 642

Questions?



Transport Roads & Maritime Services

Ethics in decision making

Audit and Risk Branch
Corruption Prevention and Investigations Section

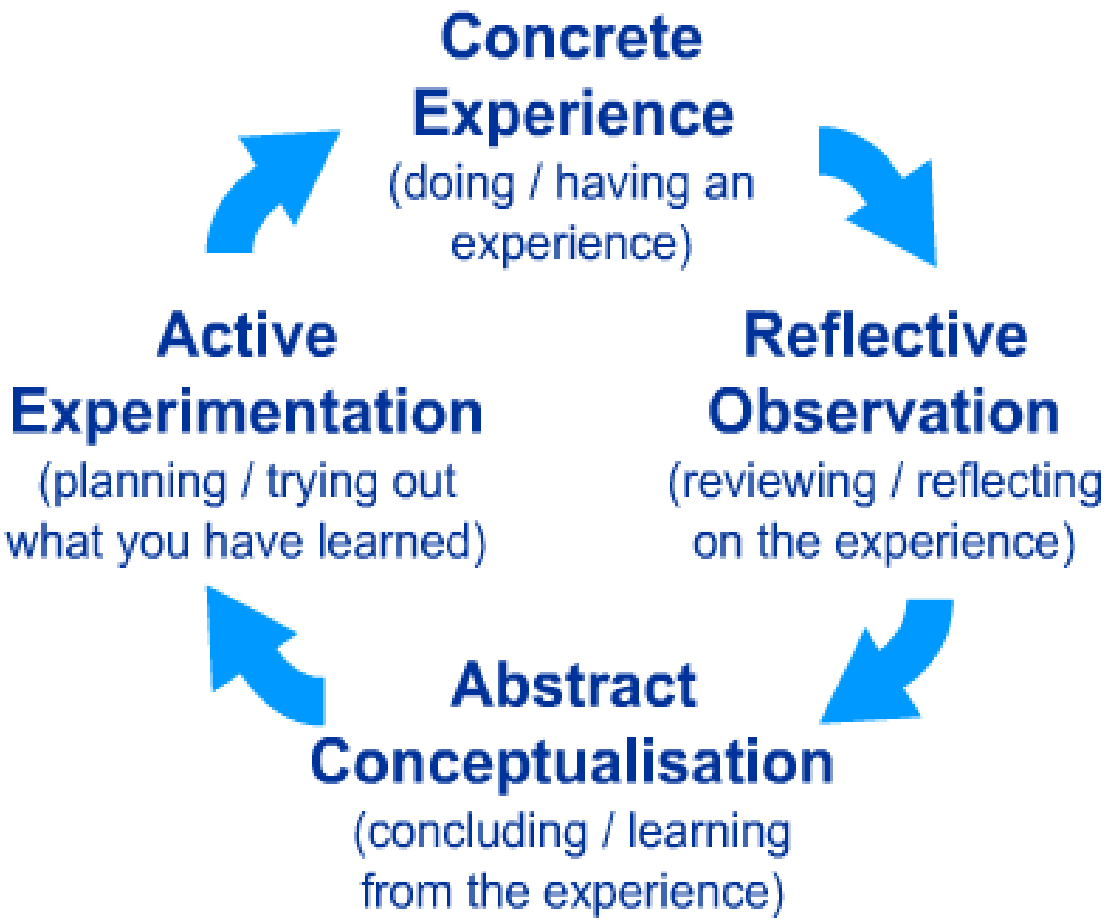
Learning Outcomes

- An understanding of the ICAC and how it relates to the ethical decision making of your role
- A greater understanding of the models of decision making relevant to ethics in a NSW Government environment
- Knowledge to help you maintain an ethical work environment
- An understanding of how to report corruption and the protections for ‘whistle-blowers’

We learn

- 10% of what we read
- 20% of what we hear
- 30% of what we see
- 50% of what we see and hear
- 70% of what we discuss with others
- 80% of what we experience personally
- 95% of what we teach someone else

Educational psychologist, Dr William Glasser


Concrete Experience
(doing / having an experience)
Reflective Observation
(reviewing / reflecting on the experience)
Abstract Conceptualisation
(concluding / learning from the experience)
Active Experimentation
(planning / trying out what you have learned)

Why reflect?

- Better understand your strengths and weaknesses;
- Identify and question your underlying values and beliefs;
- Acknowledge and challenge assumptions;
- Recognise areas of potential bias;
- Acknowledge your fears; and
- Identify possible areas for improvement.

NSW Government context

Resources for Regions
The Resources for Regions program is managed by Infrastructure NSW and the objective of the program is to relieve infrastructure constraints and support NSW communities affected by mining.

Bridges for the bush
In October 2012 the NSW Government committed to improving road freight productivity by replacing or upgrading bridges over the next five years at 17 key locations in regional NSW.

Sydney International Convention, Exhibition & Entertainment Precinct
The NSW Government is partnering with the private sector to create Australia's largest convention, exhibition and entertainment facilities in a renewed Darling Harbour.

South West Rail Link
The South West Rail Link includes a major upgrade of Glenfield Station and bus/rail interchange and a new twin track passenger rail line from Glenfield to Leppington via Edmondson Park.

> More about South West Rail

NSW Government context

WESTCONNEX

WestConnex will reduce traffic congestion in the west and save commuters up to 40 minutes travel time from Western Sydney to the airport and CBD. Due for completion 2023

More information

GATEWAY TO THE SOUTH

The Gateway to the South will address pinch points across the A1, A3 and A6 corridors to reduce travel time for commuters driving between the Illawarra and Sydney. Due for completion 2025

More information

SMART MOTORWAYS

Introducing intelligent technology to Sydney's M4 Motorway between Mays Hill and Lapstone to reduce congestion and slash travel time for commuters by up to 15 minutes. Due for completion 2019

More information

NSW Government context

Sydney Light Rail program

The new light rail line will extend 12 kilometres from Circular Quay along George Street to Central Station, then to Kingsford via Anzac Parade and Randwick via Alison Road.

> More about Sydney Light Rail

Transport Master Plan

The NSW Long Term Transport Master Plan sets a clear direction for transport in NSW for the next 20 years, bringing together all modes of transport, across all regions of the state into a world class, integrated network that puts the customer first.

State Infrastructure Strategy

As part of the NSW Government's Rebuilding NSW Plan, $20 billion will be invested into new infrastructure across the State.

> More about State Infrastructure Strategy

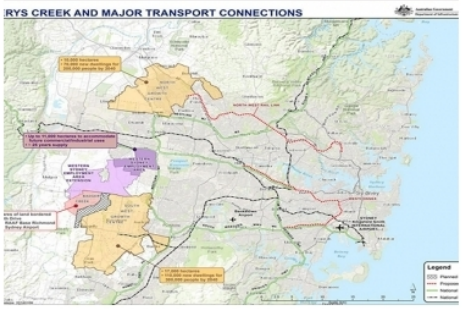
WestConnex

WestConnex is the largest infrastructure project in Australia, linking Western and South Western Sydney with the city, airport and port in a 33 kilometre continuous motorway.

> More about WestConnex

NSW Government context

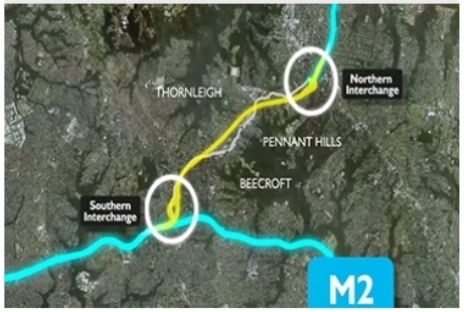
BADGERY'S CREEK AIRPORT



Western Sydney residents will benefit from more job opportunities and the extra road and rail infrastructure being built to support the airport. Due for completion mid-2020's

More information

NORTHCONNEX TUNNEL



Linking the M1 Pacific Motorway at Wahroonga to the Hills M2 Motorway at West Pennant Hills to ease congestion and reduce commuter travel times by up to 15 minutes. Due for completion 2019

More information

WESTERN HARBOUR TUNNEL

Providing a harbour crossing from Balmain to Lane Cove to ease pressure off the Harbour Bridge, Anzac Bridge and Eastern Distributor. Motorists can bypass the CBD to reduce travel times.

More information

NSW Government ethical framework

- *Government Sector Employment Act 2013*
- The Code of Ethics and Conduct for NSW government sector employees
- *Crimes Act 1900*
- *Independent Commission Against Corruption Act 1988*
- *Public Interest Disclosures Act 1994*
- *Government Information (Public Access) Act 2009*
- *Ombudsman Act 1974*
- *and more*

Great expectations on government employees

"The NSW community expects public officials to perform their duties with honesty and in the best interests of the public. Corrupt conduct by a public official involves a breach of public trust that can lead to inequality, wasted resources or public money and reputational damage."

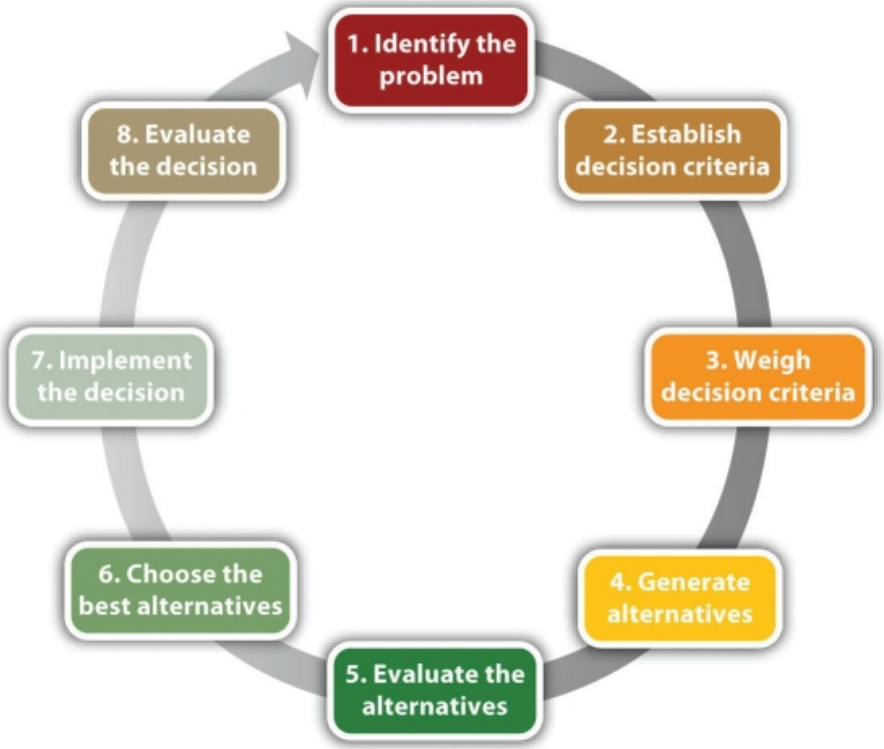
ICAC publications

What is corrupt conduct?

While it can take many forms, corrupt conduct occurs when:

- a **public official** improperly uses, or tries to improperly use, the knowledge, power or resources of their position for personal gain or the advantage of others
- a public official **dishonestly** exercises his or her official functions, or **improperly** exercises his or her official functions **in a partial manner**, **breaches public trust** or misuses information or material acquired during the course of his or her official functions
- a member of the public influences, or tries to influence, a public official to use his or her position in a way that is dishonest or partial
- a member of the public engages in conduct that could involve one of the matters set out in section 8(2A) of the ICAC Act where such conduct impairs, or could impair, public confidence in public administration (*Independent Commission Against Corruption Amendment Act 2015*).

Rational decision making model



Rational decision making

Behavioural economics provides insights into human behaviour to explain economic decision-making:

- psychological,
- social,
- cognitive, and
- emotional factors

Normal decision making principles

- Think about **whether** and **when** the decision must be made
- Seek advice on **realistic alternatives, risks & consequences** (long & short term)
- Consult **stakeholders**
- Keep a **record** of important decisions
- Commit and take **responsibility** for the decision

Conditions favoring intuitive decision making

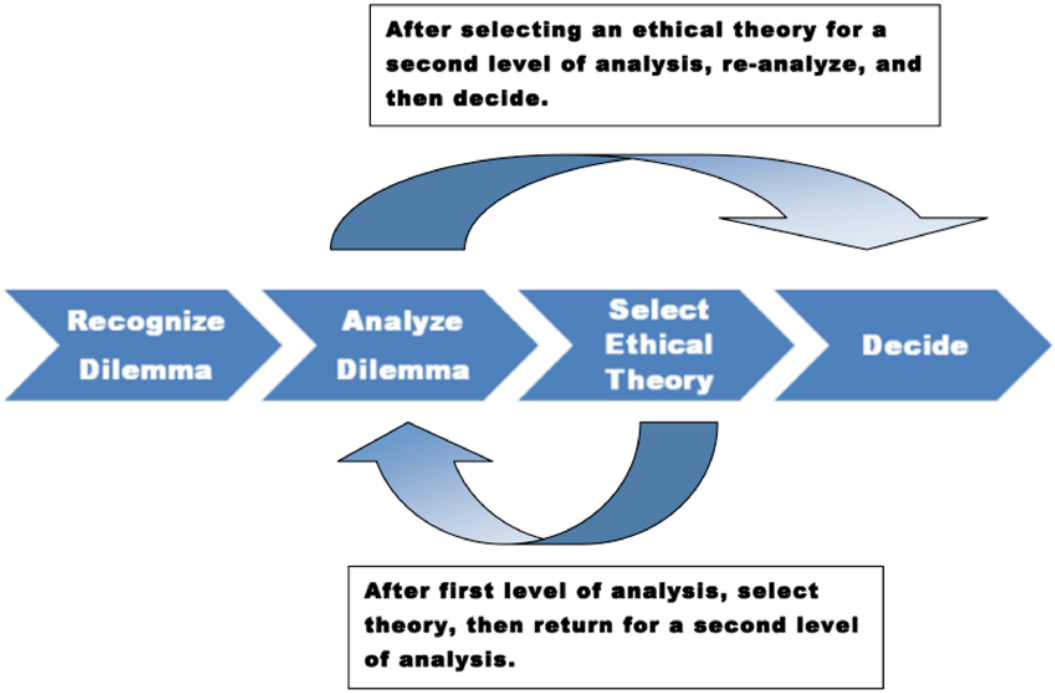
- A high level of uncertainty exists
- There is little precedent to draw on
- Variables are less scientifically predictable
- “Facts” are limited
- Facts don’t clearly point the way
- Analytical data are of little use
- Several plausible alternative solutions exist
- Time is limited and pressing for the right decision

Problems with intuition and decision making

- Flawed information
- Short term emotional bias
- Insufficient consideration of alternatives
- Prejudices
- Lack of openness
- Inappropriate application

Benefits of discussing ethical matters

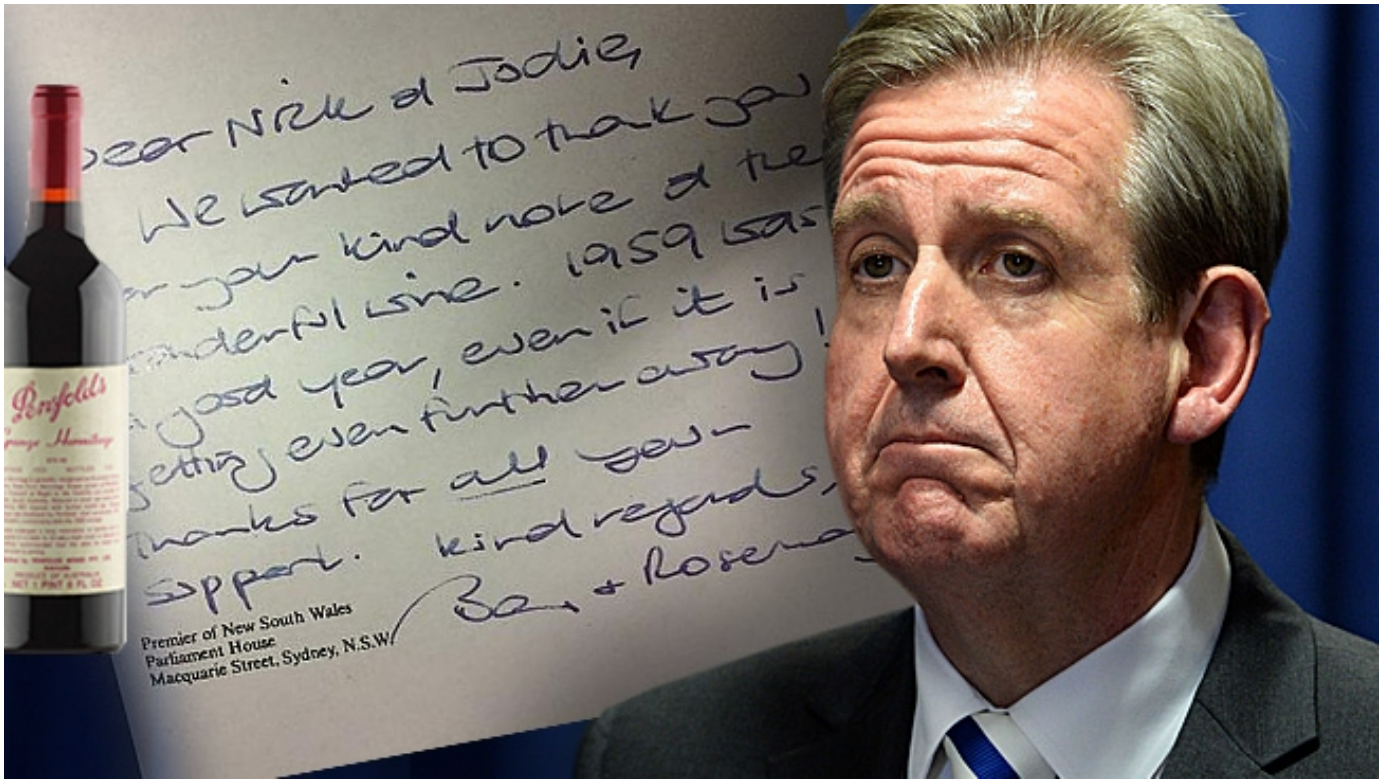
Identify the ethical issues



The Six Tests of Ethical Action

The Publicity Test	• Would I want to see this in the media?
The Moral Mentor Test	• Would the person I admire the most do this?
The Admired Observer Test	• Would I want the person I admire the most to SEE me doing this?
The Transparency Test	• Could I give a clear explanation for the action
The Person in the Mirror Test	• Would I be able to look in the mirror and respect myself
The Golden Rule Test	• Would I like to be on the receiving end of this action?

Consequences



Dangers of mitigated speech

- First officer: “Look how the ice is just hanging on his, ah, back, back there, see that?”
- First officer, again: “Boy, this is a, this is a losing battle here on trying to de-ice those things, it gives you a false sense of security.”

Requirement to report corrupt conduct

Ethics hotline – 1800 043 642 / rms.ethics.hotline@rms.nsw.gov.au

Whistleblower protection

Public Interest Disclosures Act 1994 (PID Act)

Under the PID Act, RMS encourages staff to report wrongdoing and supports those that do, by:

- ✓ maintaining a working environment that encourages staff to report wrongdoing
- ✓ has an effective internal reporting system that:
  - ✓ appropriately deals with reports of wrongdoing;
  - ✓ supports staff who report; and
  - ✓ ensure reprisals are not taken against them

Whistleblower protection

Public Interest Disclosures Act 1994 (PID Act)

- ✓ keeping the identity of the reporter and anyone who is the subject of a report confidential, where this is practical and appropriate
- ✓ ensuring that appropriate systems and strategies are established to minimise any risk of detrimental action in reprisal for a report being made
- ✓ ensuring that the workplace situation is effectively managed, particularly if there is conflict or reprisal is threatened or takes place
- ✓ taking appropriate action against anyone who threatens or takes reprisal against a person for reporting wrongdoing

Whistleblower protection

A report is **not** covered by the PID Act if:

- it was made primarily to avoid dismissal or disciplinary action
- it contains intentionally false statements or is intended to mislead or attempt to mislead the recipient (these are offences under the PID Act)
- it questions the merits of government policy
- it is a grievance.

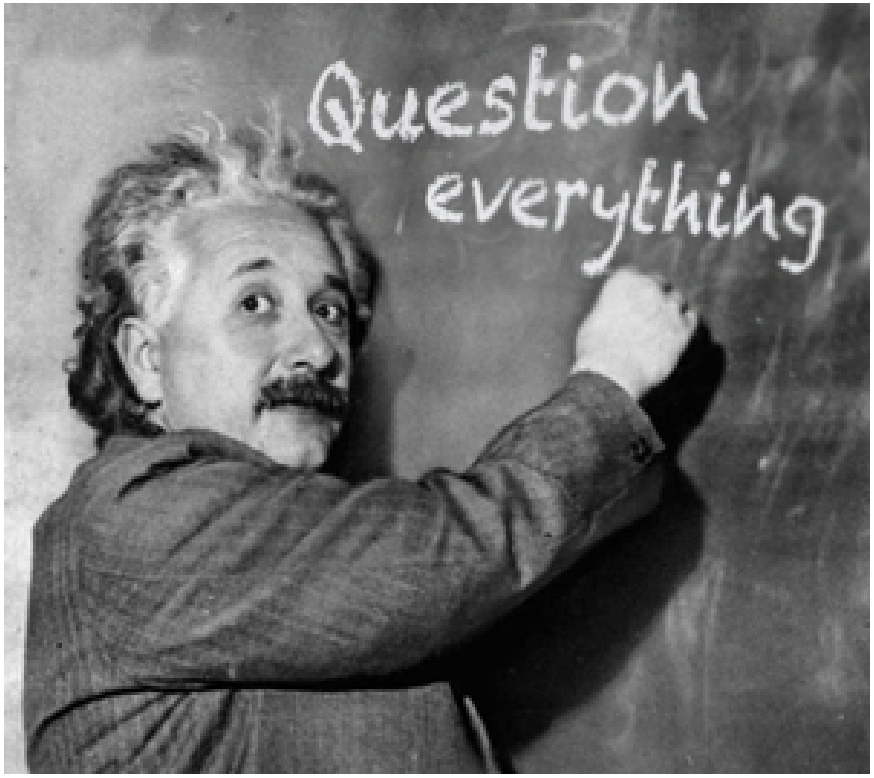
Reporting Corrupt Conduct

Internal Reporting

- Audit and Risk Branch 85885836
- Supervisor
- Other Senior Manager, Director etc
- Ethics hotline – 1800 043 642 / rms.ethics.hotline@rms.nsw.gov.au

External Reporting

- Corrupt Conduct - ICAC
- Maladministration - Ombudsman
- Serious & Substantial Waste of public money – Audit Office

FOR ADVICE: 1800 043 642

Questions?