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Whistleblowing Policy and Processes: Helping Your Organisation Get It Right

1-Day Training Course: An in-depth workshop to ensure you are fulfilling Australia's new, world-leading corporate law requirements since 1 January 2020

16 June 2020 • Brisbane | 18 June 2020 • Sydney | 23 June 2020 • Canberra
25 June 2020 • Melbourne | 26 June 2020 • Perth

Key Learning Objectives

- ▶ Understand whistleblowing as a policy and practical issue for your organisation
- ▶ Ensure you are fulfilling your obligations under Australia's new corporate law requirements since January 1, 2020, or equivalent public sector rules
- ▶ Design, implement, monitor and improve your organisation's whistleblowing policy using best practice principles
- ▶ Identify key features of different forms of whistleblowing, wrongdoing reporting and compliance
- ▶ Undertake a practical exercise to strengthen your knowledge of whistleblowing management and what makes the difference in practice

Our Expert Course Instructor



Professor AJ Brown

A J Brown is Professor of Public Policy & Law in the Centre for Governance & Public Policy, Griffith University, where he is program director, integrity and anti-corruption. He currently leads the Australian Research Council Linkage Project 'Whistling While They Work 2: Improving Managerial Responses to Whistleblowing in Public & Private Sector Organisations' and was a Member of the Commonwealth Government's Ministerial Expert Advisory Panel on Whistleblowing.

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ABOUT THE COURSE

The course equips professionals and organisations with a full understanding of the key elements of any whistleblowing policy or program – including the crucial objective of supporting and protecting employees who speak up. Whistleblowing or ‘speak up’ programs are central to maintaining integrity and controlling corruption and other wrongdoing – within organisations and across whole governments and societies. With Australia’s new Corporations Act whistleblowing protections having commenced on 1 July 2019, and requirements for all large and public companies to have whistleblowing policies in place since 1 January 2020, now is the time to update or review to ensure a best practice program.

Drawing on the world’s leading research from the Griffith University-led ‘Whistling While They Work’ program, supported by the Australian Securities & Investments Commission and a wide range of public integrity bodies, the course will help you design and implement a policy which properly embeds ‘speaking up’ in your compliance, ethics and human resource management systems, rather than a set of words that sits on the shelf. The course also helps senior managers, in-house counsel, policy makers and integrity and anti-corruption professionals fully understand the role of whistleblowing, and its management in our fast changing regulatory and integrity landscapessystems and wider program of ethical leadership and improved organisational culture, not just as a ‘stand-alone’ or ‘off-the-shelf’ policy.

The course also helps senior managers, in-house counsel, policy makers and integrity and anti-corruption professionals fully understand the role of whistleblowing, and its management in our fast changing regulatory and integrity landscapes.

WHO WILL BENEFIT

This course equips organisational leaders, compliance staff, corporate services professionals, human resource managers, governance and integrity practitioners with the tools to understand whistleblowing as a policy and practical issue.

The course is suitable for any professional interested in or responsible for organisational governance or integrity, or wider research or policy interest in whistleblowing and wrongdoing reporting systems. It has been specifically designed for those responsible for updating, evaluating or establishing whistleblowing policies in their own organisation in light of changing regulatory requirements, (or under public sector whistleblower protection regimes) - but will also be of interest to other professionals and integrity policy practitioners.

EXPERT COURSE INSTRUCTOR



Professor AJ Brown

A J Brown is Professor of Public Policy & Law in the Centre for Governance & Public Policy, Griffith University, where he is program director, integrity and anti-corruption. A board member of Transparency International and Transparency International Australia, he was formerly a senior investigation officer for the

Commonwealth Ombudsman, and former Associate to Justice G E Tony Fitzgerald AC, Queensland Court of Appeal, as well as a ministerial policy advisor and consultant to several governments and parliaments. He now directs Griffith University’s Asia-Pacific Integrity School.

A world-recognised expert in whistleblowing, he was a Member of the Commonwealth Government’s Ministerial Expert Advisory Panel on Whistleblowing (2017-2019) informing the design of Australia’s new legislation. He has led some of the world’s largest and leading whistleblowing research projects, including the recent Australian Research Council Linkage Project ‘Whistling While They Work 2: Improving Managerial Responses to Whistleblowing in Public & Private Sector Organisations’, supported by ASIC, Australian Institute of Company Directors, CPA Australia, Commonwealth and State Ombudsman and many other partner organisations.

AJ was lead editor of the International Handbook on Whistleblowing Research, published by Edward Elgar in 2014; and through Standards Australia, is a member of the International Standards Organisation expert working group developing the first whistleblowing management systems standard for organisations. As well as being an expert in policy and practice, he is a Fellow of the Australian Academy of Law.

Would You Like To Run This Course On-Site?

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COURSE OUTLINE

Introduction: what is whistleblowing?

- History, policy and significance of whistleblowing
- Definitions: 'public interest disclosure', 'speaking up', 'raising concerns'
- International and national political and law reform trends

Organisational whistleblowing policies – entering the new era

- Compliance: key legislation
- Private sector (Corporations Act) and public sector requirements
- An overview: whistleblowing and ethical culture
- Designing your policy / assessing your organisation's needs

What makes the difference? Understanding the ingredients of successful organisational approaches

- Lessons from the Whistling While They Work 2 research
- Facilitating, investigating, protecting

The objectives and content of a whistleblowing policy

- *Group Exercise*

Assessing & managing risks of detrimental action

- Knowing what constitute detrimental acts and omissions
- Australia's new duty to prevent detrimental action – getting it right and avoiding liability
- Triaging and managing complex situations

Supporting reporters – managerial and organisational roles

- Lessons from the Whistling While They Work 2 research
- Lessons from practice



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Course Codes	Location	Course Dates	Super Early Bird price valid until		Early Bird price valid until		Standard price valid after		4+ Dels Discount	
			BR - 8 May 20	SY - 8 May 20	BR - 29 May 20	SY - 29 May 20	BR - 29 May 20	SY - 29 May 20	CA - 5 Jun 20	ME - 5 Jun 20
P20GG01BR	Brisbane	16 Jun 20	\$1,495 + \$149.50 GST	\$1,644.50	\$1,795 + \$179.50 GST	\$1,974.50	\$1,895 + \$189.50 GST	\$2,084.50	\$1,436 + \$143.60 GST	\$1,579.60
P20GG01SY	Sydney	18 Jun 20	\$1,495 + \$149.50 GST	\$1,644.50	\$1,795 + \$179.50 GST	\$1,974.50	\$1,895 + \$189.50 GST	\$2,084.50	\$1,436 + \$143.60 GST	\$1,579.60
P20GG01CA	Canberra	23 Jun 20	\$1,495 + \$149.50 GST	\$1,644.50	\$1,795 + \$179.50 GST	\$1,974.50	\$1,895 + \$189.50 GST	\$2,084.50	\$1,436 + \$143.60 GST	\$1,579.60
P20GG01ME	Melbourne	25 Jun 20	\$1,495 + \$149.50 GST	\$1,644.50	\$1,795 + \$179.50 GST	\$1,974.50	\$1,895 + \$189.50 GST	\$2,084.50	\$1,436 + \$143.60 GST	\$1,579.60
P20GG01PE	Perth	26 Jun 20	\$1,495 + \$149.50 GST	\$1,644.50	\$1,795 + \$179.50 GST	\$1,974.50	\$1,895 + \$189.50 GST	\$2,084.50	\$1,436 + \$143.60 GST	\$1,579.60

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Informa Corporate Learning has a long-standing track record of delivering very successful customised learning solutions achieving real and measurable value for our clients through our senior training consultants.

If you have 8+ interested people, an on-site course can be the ideal solution – giving you the opportunity to customise our course content to your specific training needs, as well as attracting significant savings compared to public course costs.

Why Choose On-site With Informa Corporate Learning?

- 1. Custom design** – Together, we will identify the best blended learning solution for your culture, your people and your training objectives.
- 2. Quality assured** – We design market-leading training programs, concepts and methodologies, with a 400+ course portfolio. Our rigorously selected 900+ instructor faculty are recognised experts in their field. Quality of their content and delivery methods is assured through continuous monitoring and evolution.
- 3. On-site training** is a cost effective way to train your people and achieve your defined outcomes.

Our Long Standing Clients Include:

ActewAGL, Ajilon, Ambulance Victoria, ANU, Arrow Energy, Australian Super, Barrick, BHP, Chevron Australia, Coffey International, ConocoPhillips, CSIRO, Dalrymple Bay Coal Terminal, Department of Education, Department of Planning, Electricity Generating Authority of Thailand (EGAT), ENI Australia, EY, Fortescue Metals Group, Health Purchasing Victoria, IBM, IP Australia, Jemena, Litmus Group, Metro Trains, Office of the National Rail Safety Regulator, Origin Energy, Pacific National, PT Freeport, Public Transport Authority – WA, QGC – BG Group, Queensland Rail, Rio Tinto, Romgaz, SA, South Australia Health, Telstra, Transport & Infrastructure, UBS, Woodside and more...

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