



Internal Witness Support Policy Statement

The NSW Police Force and Internal Witness Support Unit work to promote a healthy and ethical workplace where its employees feel confident to report corrupt and unethical behaviour.

Employees should have confidence in the NSW Police Force to provide support and in their commanders and managers who are committed to preventing misconduct and corruption.

Our commitment is to ensure that internal witnesses are provided advice and support within the NSW Police Force and to:

- create and maintain an acceptable ethical environment where all NSW Police Force employees can confidently report corrupt conduct, criminal conduct, maladministration, serious and substantial waste or misconduct by their colleagues
- provide NSW Police Force employees reporting these issues with strategies to protect them from detrimental action within their workplace
- ensure internal witnesses are aware of, and have access to additional support services if applicable
- promote strategies to commanders in providing appropriate support for their staff
- ensure all NSW Police Force employees are aware of their responsibilities with regard to internal witnesses.

The following legislation underpins this policy statement:

- NSW Police Force *Code of Conduct & Ethics*
- *Police Act 1990* (section 211F)
- *Public Interest Disclosures Act 1994*
- *Law Enforcement Conduct Commission Act 2016*
- *Independent Commission Against Corruption Act 1988* (sections 10(1) and 11)
- *Crimes Act 1990* (section 316)
- *Government Sector Employment Regulation 2014* (Clause 9)

Scope:

This policy applies to all NSW Police Force employees (sworn and unsworn), including those employees who are suspended, or on any type of leave. The policy also applies to ministerial employees, students, volunteers in policing and contractors.

**Assistant Commissioner
Professional Standards Command
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