



Internal Witness Support Policy Statement

The NSW Police Force and Internal Witness Support Unit work to promote a healthy and ethical workplace where its members feel confident to report corrupt and unethical behaviour. All members 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 members of the NSW Police Force can confidently report corrupt conduct, criminal conduct, maladministration, serious and substantial waste or misconduct by their colleagues
- provide members of the NSW Police Force reporting these issues with strategies within the 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 members of the NSW Police Force 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 1900 (section 316)
- Government Sector Employment Regulation 2014 (Clause 9)

Scope: This policy applies to all members of the NSW Police Force, including those members who are suspended, or on any type of leave. The policy also applies to ministerial employees, students, volunteers in policing and contractors.

Policy Statement Developed by:	Professional Standards Command	RMS No.	D/2024/359681	Contact Phone	9355 8370
Policy to be reviewed:	July 2027	Publicly Available	Yes	EagleNet	48370

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Responsibilities:

- **Senior Executive** –Support a culture that achieves the required outcome.
- **Professional Standards Command** – design, develop, implement, monitor, and improve this policy; assist with promoting adherence to this policy.
- **Commanders/Managers** – maintain an environment where members of the NSW Police Force are confident in coming forward and are supported by senior officers to report corrupt conduct, criminal conduct, maladministration, serious and substantial waste and / or misconduct.
- **Internal Witness Support Unit** - provide support, advice and guidance to NSW Police Force members who do report.
- **All members of the NSW Police Force** – Know and comply with this policy.

Assistant Commissioner
Professional Standards Command
March 2024

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