



NSW Police Force

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NSWPF Fraud Control Plan

Document Control Sheet

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Subject	Explain the fraud and misconduct prevention measures of the NSWPF; Outline NSWPF roles and responsibilities regarding fraud and misconduct prevention; and Provide a guidance map of responses where employees suspect possible fraud or corruption.
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Introduction and context

The *Police Act 1990* outlines the state's commitment to the people of NSW to be served by police who demonstrate the highest levels of ethics, integrity and professionalism. In addition, Part 2 of the *Government Sector Employment Act 2013* (GSE Act) establishes a legal requirement for all employees in public sector agencies to act ethically in the public interest.

The NSW Police Force (NSWPF) requires its employees to act in a manner that places integrity above all, through the *Statement of Values* which establishes our shared ideals, as well as the *Code of Conduct and Ethics* and the *Fraud Control Policy* which outline the conduct that empowers us to be true to those ideals. In addition, the Misconduct Prevention Planning Policy and Guidelines establish consistent and transparent processes for mitigating misconduct risks which include fraud and corruption matters.

These statements, code and policy are consistent with the values and principles found in the GSE Act.

The NSWPF recognises employees are strongly committed to their obligations under these values and the *Code of Conduct and Ethics*. This includes making a strong contribution to an ethical workplace culture.

Yet occasionally fraud and corruption can occur, whether instigated by third parties such as contractors, customers and suppliers or internally. While rare, fraud and corruption can be highly damaging to the reputation of the NSWPF and to the morale of employees. For this reason, the NSWPF has zero tolerance to fraud and corruption.

All NSWPF employees have obligations to report misconduct under section 211F of the *Police Act 1990* and point 10 of the Code of Conduct and Ethics.

NSWPF has long held and operated processes and systems to deal with "complaints" about conduct of Police officers and administrative employees of the NSWPF. The Police Act generally defines a "complaint: as an allegation regarding the conduct of a police officer, an administrative employee or the NSW Police Force that the conduct is (or could be) misconduct or maladministration.

Such complaints could include fraud and corruption matters.

The current process operated within NSWPF for the administration, management and oversight of complaints is the Misconduct Management Framework, which is owned by Professional Standards Command.

The software system used to support the Misconduct Management Framework is currently IAPro.

The misconduct matters information system is established under Clause 56 of the Police Regulation. It is a record of all misconduct matters [complaints] concerning police officers, administrative employees and the NSW Police Force.

It should include all details of all complaints about police officers, administrative employees and the NSW Police Force received by the Commission and the Law Enforcement Conduct Commission (if LECC directs that it be entered in the system), any other misconduct information as is required by the misconduct matters management guidelines and any information required to be registered in the system under the Memorandum of Understanding with LECC.

Purpose

The purpose of the Fraud Control Plan is to:

- explain the fraud and misconduct prevention measures of the NSWPF
- outline NSWPF roles and responsibilities regarding fraud and misconduct prevention
- provide a guidance map of responses where employees suspect possible fraud or corruption.

Fraud and Corruption Understanding

Agency control systems and misconduct prevention

Each NSW Government agency head is required to implement a sound system of controls which assist the agency in the achievement of its objectives. Such controls are required to anticipate and effectively address business risks which include the potential impact of fraud and corruption. The impacts can be significant regarding the financial resources of the agency and its reputation.

Primarily, the NSW Government recognises the anticipation and effective resistance of fraud and corruption to be the responsibility of the NSWPF. However, given the standing and importance of the continued integrity of the NSWPF, the Law Enforcement Conduct Commission oversees the NSWPF complaints management process and may accept and investigate complaints about the NSWPF directly from the public.

Within the NSWPF, the Professional Standards Command guides the overall misconduct prevention approaches as well as overseeing the misconduct management process.

The approach taken is broad and encompasses all aspects of “corruption” as well as the subset of corruption “fraud”.

The concept of fraud can be considered to be included as a type of corruption but is often distinguished from corruption by virtue of the use of deception around the time of the act. This includes the deliberate falsification, concealment, destruction or use of falsified documentation used or intended for use for a normal business purpose or the improper use of information or position for personal financial benefit.

This Fraud Control Plan is intended to clarify roles and responsibilities regarding fraud and corruption. It is not intended to cover “police corruption as a result of the misuse or application of police powers or responsibilities”. Such actions are included within the professional standards/misconduct management mechanism overseen by PSC.

Definitions

The NSWPF Misconduct Prevention Planning Guidelines defines corruption as follows:

Corruption is very broadly defined in the Independent Commission Against Corruption (ICAC) Act, 1988 so that it can cover the entire NSW public sector, but in a policing context, corruption may be regarded as wrongdoing by any police employee, whether sworn or unsworn, who deliberately or intentionally misuses the knowledge, powers or resources they have as public officials, to gain personally, or to wrongly advantage others, whether on or off duty.

It follows that if police employees deliberately breach the trust that the community places in

them to at all times do their job honestly, fairly and in the public interest, it may be corrupt conduct.

Corruption often involves:

- concealing and acting on a conflict of interest
- failing to disclose acceptance of gifts or hospitality
- accepting a bribe
- colluding with other parties
- misusing of internet or email
- releasing of confidential or private information or intellectual property.

The NSWPF has adopted the Audit Office of NSW definition of fraud, which is:

“Fraud is defined as dishonestly obtaining a financial or other benefit (either directly or indirectly) by deception. Fraud includes deliberate and premeditated deception to gain advantage from a position of trust and authority. This includes acts of omission, theft, making false statements, evasion, manipulation of information and numerous other acts of deception.”

The theft of property belonging to the NSWPF by a person or persons internal to the entity but where deception is not used is also considered “fraud”.

Examples of Fraud and Corruption

- Falsification/fabrication of information, e.g. purchase orders, leave and attendance records, award entitlement, travel claims, petty cash claims, academic qualifications, misuse of or wilful ignorance of payroll errors, records of work experience, and payment vouchers.
- Misuse of position or authority for personal gain or benefit of associates, e.g. seeking or acceptance of bribes, nepotism in employee appointments, favouring uncompetitive suppliers, failure to obtain competitive quotes, ordering of equipment or stores for personal use.
- Theft of equipment, consumables/stores, funds, information, intellectual property.
- Unauthorised use of equipment, employee resources, consumables/stores, system passwords, building access cards, corporate credit cards, corporate identity, confidential information, intellectual property.

The Fraud and Corruption Control Framework

Within NSWPF, PSC guides the overall misconduct prevention approaches as well as overseeing the misconduct management process. This approach is outlined above under “Introduction and Context” and “Fraud and Corruption Understanding”.

The approach taken is broad and encompasses all aspects of “corruption” as well as the subset of corruption - “fraud”.

The overall ethical behaviour requirements of NSW Police Force employees, whether sworn or administrative are primarily established in the legislation and documents shaded yellow in the accompanying Figure 1. These form the context for the NSWPF Fraud Control Plan:

- The *Government Sector Employment Act 2013*; amongst other things, establishes a legal requirement for all employees in public sector agencies to act ethically in the public interest.
- The NSWPF Statement of Values found in section 7 of the *Police Act 1990* and the Code of Conduct and Ethics are consistent with the values and principles found in the GSE Act.
- The Misconduct Prevention Planning Policy and Guidelines; document NSWPF commitment to assist in the identification and treatment of corruption risks. Commands must use the NSWPF Guidelines for Misconduct Prevention Planning.
- Fraud Control Policy Statement documents NSWPF commitment to the identification and management of corrupt practices including internal fraud. The NSWPF promotes an organisational culture of zero tolerance to internal fraud and expects all employees to be vigilant in identifying and reporting suspected fraudulent acts.

The anticipation and prevention of fraud is usually associated with the operation of effective financial controls. For this reason and that the annual Treasury controls attestation is required by the CFO, the CFO has developed and owns the NSWPF Fraud and Corruption Control Framework. In the development and operation of the Framework, the CFO works closely with PSC.

The NSWPF Fraud and Corruption Control Framework is designed to recognise that fraud and corruption are potential business risks which are recognised within the business management mechanisms of NSWPF. The framework is aligned to AS 8001-2021 (Fraud and Corruption Control) and meets the requirements of TC 18-02 (NSW Treasury Circular NSW Fraud and Corruption Control Policy). The Framework is shaded blue in Figure 1.

The NSWPF Fraud and Corruption Control Framework comprises four “columns” or areas of operation:

- **Fraud Control Plan:** Owned by the CFO, the document clarifies roles and responsibilities regarding fraud and corruption by focusing on fraud and corruption prevention, detection, reporting and response.
- **Fraud Risk Assessment:** Owned by the CFO, the process assesses potential exposures to fraud and develops a whole of agency approach to address the risks. The assessment is conducted on a three yearly basis and it establishes a program of works covering the ensuing three years.
- **Operational Controls:** Owned by individual commands and business units. Control effectiveness is accountable through the business planning/COMPASS process, the Command Management Framework (CMF) and the annual CFO internal control certification process.
- **Governance and Compliance:** Co-ordinated through the work of the Risk & Compliance Unit of Governance Command (GovComm), Corporate Internal Audit, management review by the Commissioner’s Executive Team (CET) and the financial audit by the Audit Office of NSW.

This Fraud Control Plan is part of that Framework and is structured in relation to strengthening fraud and corruption prevention, detection, reporting and response.

This Fraud Control Plan lays out the 10 key strategies the NSWPF has adopted to strengthen fraud and misconduct prevention and provides a guide to assist employees recognise the signs of fraud and corruption, and to report any suspicions of improper conduct.

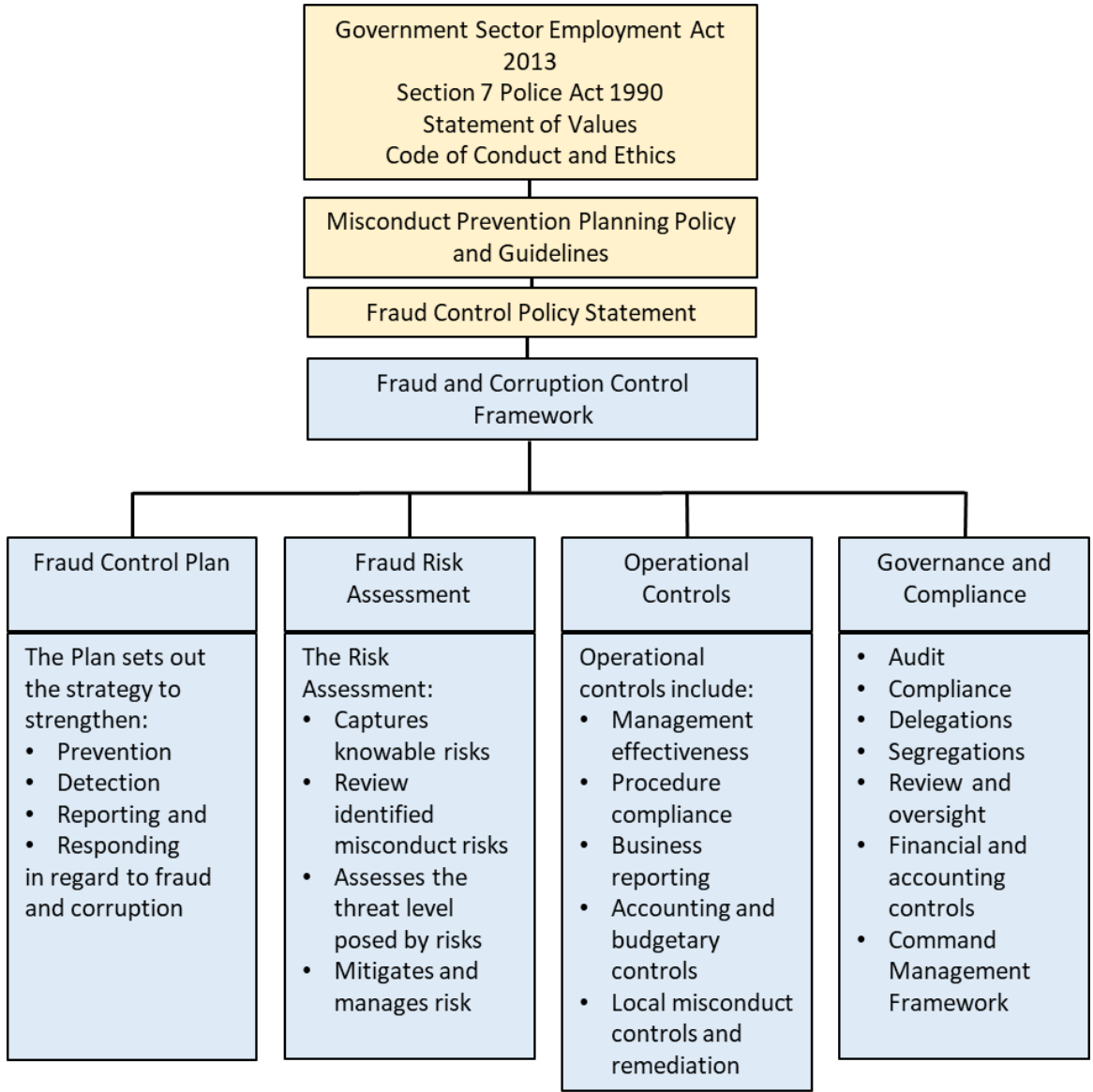


Figure 1. The NSW Police Force Fraud and Corruption Control Framework

The operational parts of the framework (included with the shaded blue columns), focusing on fraud and corruption prevention, detection, reporting and response are set out below. These have been summarised in terms of the outcomes expected of the processes described.

Prevention

1. Strengthen the ethical culture

An ethical culture is a system of shared assumptions, values and beliefs that governs the integrity of employee behaviour in the NSWPF. The NSWPF's ethical culture embodies the NSWPF Statement of Values, the Code of Conduct and Ethics, and the Standards of Professional Conduct.

Whilst each command has responsibility for instilling these values and for building the culture, overall development of the ethical culture is overseen by the PSC. PSC is accountable to the Commissioner through the Deputy Commissioner Investigations & Counter Terrorism and reports annually on the status of the ethical culture and the effectiveness of activities undertaken.

2. Communicate ethical expectations to external providers and customers

External parties interacting with NSWPF, including contractors, suppliers and customers, understand the expectation that they will behave in a way that is consistent with the values of the NSWPF.

All contractual undertakings include:

- a statement of business ethics
- a clearly communicated requirement for every contractor to comply with the Code of Conduct and Ethics, and the Standards of Professional Conduct and explicit consequences for failure to comply.

Communication of ethical expectations to third parties is owned by the CFO through the procurement function. The CFO is accountable to the Risk Management & Audit Committee (RMAC) for commercial business ethics compliance.

3. Identify workplace vulnerabilities

To continually strengthen and support the effective identification and management of misconduct risks, misconduct prevention planning is managed and documented in the annual business planning process. Actions taken and planned, to mitigate local and corporate misconduct risks are reported on, monitored and reviewed through quarterly reporting in COMPASS.

Previously all commands were required to complete a corruption resistance profiling exercise and plan. Integration of misconduct prevention planning into business planning practices removes the need for both the profiling exercise and plan.

The integration of misconduct prevention in command business planning and reporting in COMPASS, provides a consistent approach resulting in strong governance and accountability while promoting the education of misconduct risks as the responsibility of all leaders.

NSW Police Force annual business planning practices include consideration of misconduct prevention planning, under: *Capability - Misconduct Prevention/Ethical Behaviour*, in line with the NSW Police Force Corporate Plan.

The Professional Standards Command retains corporate ownership of misconduct prevention planning.

4. Ensure operational controls are implemented

Effective operational controls are central to the prevention of fraud and corruption. Factors such as managers who “tick and flick” approvals, confused reporting lines, policies and procedures that are circumvented, loose budgets and routine breaches of segregations and password security are conducive to fraud and corruption.

Significant operational controls are managed through the CMF and also the business management process focused through the COMPASS reporting system. Operational controls include management roles including oversight and review, policy compliance, budgetary controls, and security compliance (including maintaining segregations, information access controls and password security).

The operation of the CMF is owned and overseen by the Risk & Compliance section of GovComm. The CFO attests to RMAC and Treasury regarding the adequacy of internal control.

Detection

5. Raise internal awareness of fraud and corruption

Employee awareness of signs of fraud and corruption, and the willingness and capability to report suspicions, is by far the most effective fraud detection mechanism. At induction and through refresher training the NSWPF raises awareness of fraud and corruption.

Signs of fraud and corruption include:

- employees with a strong gambling habit
- illogical excuses and reasons for unusual events or actions
- senior employees involved in routine process work such as purchasing, ordering and receiving of goods
- missing documentation relating to financial transactions
- employees evidently living beyond their means, who have access to funds or control or influence over service providers
- employees who do not take holidays for extended periods
- potential conflicts of interest not declared
- breaching normal segregations (e.g. both processing and approving the same transaction)
- undue secrecy, or excluding people from available information

- employees who treat controls and standard practice as challenges to be overcome or defied
- unauthorised changes to systems or work practices
- “blind approval,” where the person signing does not sight supporting documentation
- duplicates only of invoices
- alterations of documents such as day books, log books and time sheets.

The CFO owns the process of raising awareness of fraud and corruption. The CFO and PSC engage with People and Capability Command to deliver the training and other activities that raise awareness of fraud and corruption. The CFO is accountable to CET and reports annually on the effectiveness of activities designed to raise the awareness of fraud and corruption.

6. Implement Effective Detection Systems

Fraud and corruption detection relies in part on specific activities designed to detect misconduct. Such activities include financial and compliance audits, data analytics that identify patterns and unusual/suspicious actions, checks on behaviour such as access to sensitive information. The command and business unit review and accountability process includes focus on control effectiveness. Fraud is considered in every corporate internal audit, and analytics are run monthly by Corporate Internal Audit.

The planning and conduct of internal audits are owned by Corporate Internal Audit which is accountable to the Commissioner and RMAC.

Detection of suspicious IT activity is monitored at Command level and accountable through established chains of command. Technology Command also monitors suspicious IT activity which is accountable to Corporate Services. Detection of breaches of operational compliance as mandated by the CMF is owned by Risk & Compliance within GovComm. Both Corporate Services and GovComm are in turn accountable to CET for the effectiveness of the detection systems.

Reporting

7. Ensure Employees and Third Parties Understand Reporting Options

Employee reporting of their suspicions of fraud and corruption is the most effective way of stopping the misconduct. Employees, suppliers and members of the public must be provided with an appropriate channel to report suspected fraud confidentially. It is important for these mechanisms to be publicised.

NSWPF employees are required to report misconduct. Under section 211F of the *Police Act 1990*, a police officer or administrative employee who has reasonable grounds to suspect that a police officer has engaged in police misconduct or serious maladministration is under a duty to report that concern in writing to a police officer who is of the rank of sergeant or above and is more senior in rank than the reporting officer. Where the concern relates to an administrative officer or process, the matter must be reported to the employee’s supervising manager.

Any matters reported by sworn officers or administrative officers are referred without delay to

the professional standards duty officer (PSDO) of the command/ business unit. From here the matter is recorded as a complaint in the misconduct management information system used by the NSWPF; IAPro which covers misconduct management on a whole of agency basis. The system provides for complaint tracking, management and oversight. All complaints are overseen by PSC. PSC oversees the misconduct management process and has a collaborative relationship with Law Enforcement Conduct Commission (LECC).

Misconduct allegations of fraud by members of the public can be made to the Police Assistance Line, where details will be taken and distributed to the relevant command.

PSC reports on a quarterly basis to the CFO and thence CET and RMAC regarding misconduct which involve suspected fraud or maladministration.

The misconduct management process, overseen by PSC includes mechanisms for reporting back to the complainant.

8. Protect Whistleblowers

Employees who make public interest disclosures (PID) are entitled to protections under the Public Interest Disclosure Act. This can include measures to protect those making such disclosures from adverse consequences such as termination or retaliation by managers.

For a report to be considered a PID under the PID Act, and to therefore confer protections, it must be made to certain designated officers within the NSWPF, being as follows:

- The principal officer, being the Commissioner of Police
- The nominated disclosures coordinator, being the manager, Complaints Services,, PSC
- Nominated Disclosures Officers:
 - the Assistant Commissioner, PSC
 - all Professional Standards Managers, except the Professional Standards Manager, PSC
 - The Manager, Administrative Officer Conduct Unit, PSC.

PIDs may also be made to a NSW investigating authority under the PID Act (e.g. the LECC), NSW Ombudsman, NSW Auditor General, NSW Information Commissioner, Independent Commission Against Corruption (ICAC). NSWPF employees can also make PIDs about other public authorities. To do so, they must make their disclosure either directly to a nominated disclosure officer of that agency, according to that agency's policies and procedures, or alternatively, to an appropriate investigating authority.

The PSC document *Public Interest Disclosures: Guidelines for the NSW Police Force* provides more details for employees considering making a PID.

The policy and process of reporting and PID management is owned by the PSC. PSC is responsible for ensuring staff are aware of the policy and protections of the PID Act and that the organisation complies with the policy and its obligations under the PID Act. The PSC is

accountable to CET and reports bi-annually to the NSW Ombudsman on the PID process.

Responding

9. Investigate Allegations and Respond to Findings in a Fair and Consistent Way

The management and investigation of misconduct matters are overseen by PSC. PSC has regular meetings with LECC regarding the status of misconduct matters complaints.

The NSWPF has a specific statutory regime in place under the Police Act to deal with complaints about the conduct of sworn employees, whether on or off duty. Similar provisions apply to administrative employees under the *Government Sector Employment Act 2013*.

Any NSWPF employee who is found to have acted contrary to the Code of Conduct and Ethics will be subject to management action proportionate with their actions and the circumstances surrounding those actions.

10. Notify External Parties

As required, and in a timely manner, the NSWPF will notify LECC of allegations or findings of fraud and corruption. This is usually achieved through LECC system access to IAPro and other regular reports from PSC to LECC.

However, if the police/administrative officer misconduct also involves another public official (i.e. in another public-sector organisation) then the matter needs to be reported to ICAC (due to the involvement of the other public official). Such reporting would be undertaken by PSC in consultation with the CFO.

The CFO through regular contact with the Audit Office of NSW reports any allegations or findings of fraud and corruption.

Reporting Summary

The NSWPF Fraud Control Plan is intended to summarise the integrated approach taken to the anticipation and prevention of corrupt and fraudulent behaviour as well as provide a simplified map of the required response where fraud or corruption is suspected.

By its nature, the integrated approach taken by NSWPF involves a number of commands, business units and areas of management responsibility. These are summarised below.

However, none of these actions removes the individual responsibility of a NSWPF employee whether sworn or administrative to act ethically in the public interest.

The table below summarises the reporting actions discussed in more detail in the body of the document.

No	Reporting Measure	Required
Prevention		
1	Fraud Control Plan: ownership and operation	Annually reported by CFO to RMAC
2	Ethical culture: development and stewardship	Annually reported by PSC to CET
3	Business ethics: development and compliance	Annually reported by CFO to RMAC
4	Misconduct prevention planning: assessment of and planning for	Reported quarterly via COMPASS to CET
5	Effective operational controls: assessment of controls and operation	Annually reported by CFO to RMAC based on GovComm and CFO controls attestation
Detection		
6	Fraud and corruption awareness: raising awareness and relevance	Annually reported by CFO to CET
No	Reporting Measure	Required
7	Detection systems: implementing and monitoring systems which detect misconduct in a timely fashion	Command and business unit review and accountability process through COMPASS provides monthly CFO and CET focus on key financials. CMF compliance is reported on a quarterly basis by GovComm to CET. Scheduled internal audits consider fraud possibility and these are reported to CET and RMAC. Data analytics software continuous monitoring of credit cards, purchase and payroll exceptions reported to SharedServices and RMAC.
Reporting misconduct		
8	Misconduct by sworn officer	Report as soon as suspected in writing to a sworn officer of sergeant or above (and more senior than the reporting officer) who will refer the matter to the PSDO. Receipt by the complainant of acknowledgement of the complaint and its progress. PSC reports quarterly to the CFO and thence CET and RMAC regarding misconduct involving apparent fraud complaints.
9	Misconduct by administrative officer	Report as soon as suspected in writing to the employee's supervising manager (and more senior than the reporting officer) who will refer the matter to the PSDO. Receipt by the complainant of acknowledgement of the complaint and its progress. PSC reports quarterly to the CFO and thence CET and RMAC regarding misconduct involving apparent fraud complaints.
10	Public Interest Disclosure	Report as soon as suspected in writing to Nominated Disclosures Officers: <ul style="list-style-type: none"> • The Assistant Commissioner, PSC • All professional standards managers, except the Professional Standards Manager, PSC • The Manager, Administrative Officer Conduct Unit, PSC. • Nominated disclosure co-ordinator, Manager, Complaint Services, PSC Receipt by the complainant of acknowledgement of the complaint and its progress. PSC reports quarterly to the CFO and thence CET and RMAC regarding complaints.

11	External misconduct reporting	Employees may report directly to a NSW investigating authority under the PID Act (e.g. the LECC, NSW Ombudsman, NSW Auditor General, NSW Information Commissioner, ICAC).
12	Matters concerning another public agency	Employees must make their disclosure either directly to a nominated disclosure officer of that agency, according to that agency's policies and procedures, or alternatively, to an appropriate investigating authority.

Public Guidance

While this Fraud Control Plan is intended for the guidance of NSWPF employees, for reference the following information included on the NSWPF intranet site is for the general guidance of the public regarding making a complaint about the NSW Police Force or its employees:

A complaint about the NSW Police Force or its employees can be made to the Commissioner of Police or the Law Enforcement Conduct Commission (LECC).

The LECC website provides the following public guidance:

Make a complaint

The LECC encourages members of the public and public officials to report suspected serious misconduct or serious maladministration involving the NSW Police Force or NSW Crime Commission.

Anyone can report allegations of misconduct or maladministration to the LECC and you can do so anonymously if you wish. If you do provide contact details, then the LECC will be in touch to let you know it has received your complaint, and then subsequently to inform you of its decision.

If you have information about Police or Crime Commission misconduct, you should pass it on to the LECC by submitting a complaints form. Timely reporting helps the LECC to deal effectively with the conduct and prevent future misconduct.

If you are a NSW public official who has information about members of the NSW Police Force or the NSW Crime Commission engaging in corrupt conduct, maladministration or serious and substantial waste of public money, you can make a public interest disclosure to the LECC under the Public Interest Disclosures Act 1994 (NSW) (PID Act). The PID Act provides legal protection to NSW public officials who make a disclosure, provided the disclosure meets the requirements of that Act. For information about making a public interest disclosure to the LECC, and the requirements and protections under the PID Act, see the document [Making a Public Interest Disclosure to the Law Enforcement Conduct Commission](#).

Guidance Appendix

The NSWPF Fraud Control Plan is intended to summarise the integrated approach taken to the anticipation and prevention of corrupt and fraudulent behaviour as well as provide a simplified map of the required response where fraud or corruption is suspected.

Whilst the Fraud Control Plan summarises and sets out the Fraud and Corruption Control Framework, there are several policies, procedures and guideline documents which underpin the Framework. In addition to the *Statement of Values* and the *Code of Conduct and Ethics* and the *Fraud Control Policy*, these supporting documents are summarised. They may assist individuals in

their responsibilities.

Overall, if there are any questions regarding fraud and corruption and possible actions, these can be raised with:

- The Command PSDO, or
- PSC Helpdesk: E/N 48370 or 9355 8370 or #PSCHELP.

Summary of fraud and corruption control supporting policies, procedures and guideline documents

No	Fraud and Corruption Control supporting policies, procedures and guidelines	Overall purpose
1	PSC Information Sheet: Duty to report misconduct	Explains obligation of all members of the NSWPF, both sworn and administrative officers to report police misconduct or serious maladministration under section 211F of the <i>Police Act 1990</i>
2	PSC: Misconduct Matters Framework	The Misconduct Management Framework (the Framework) identifies key sections of Part 8A of the Police Act 1990 , Government Section Employment Act 2013 , the Law Enforcement Conduct Commission Act 2016 , the Children's Guardian Act 2019 , Public Interest Disclosures Act 1994 (PID Act) and Child Protection (Working with Children) Act 2012 and matches those with New South Wales Police Force internal policies, procedures and guidelines designed to ensure that the NSW Police Force complies with the legislative requirements consistently.
3	PSC: Misconduct prevention Planning Policy Statement	Policy commitment to assist in the identification and treatment of corruption risks, commands must use the NSWPF Guidelines for Misconduct Prevention Planning
4	PSC: Misconduct prevention Planning Guidelines	Guidelines designed as a practical and useful guide for commands when undertaking local misconduct prevention planning
5	PSC: Public Interest Disclosures Policy Statement, Guidelines and SOP.	Commitment to and method of making a PID

In addition, the NSW Ombudsman includes this information on its website regarding PIDs:

<https://www.ombo.nsw.gov.au/Making-a-complaint/making-a-public-interest-disclosure-whistleblowing>

Handling public interest disclosures (whistleblowing)

We provide advice to NSW public authorities to assess, manage and report public interest disclosures (PIDs). We also provide resources to help public authorities and public officials comply with their obligations under the Public Interest Disclosures Act 1994.

New PID Act 2022

Learn about how the new Public Interest Disclosures Act 2022 differs from the Public Interest Disclosures Act 1994. Until the new PID Act comes into effect, public authorities must continue to comply with the Public Interest Disclosures Act 1994.

Read more about the [new PID Act 2022](#).