

PID GLOSSARY OF TERMS

TERM	DEFINITION																					
Appointed Investigator	A WIO or an External Investigator.																					
agency (see ss 71 and 72, PID Act)	<p>Includes:</p> <ul style="list-style-type: none">any Commonwealth entity (as defined in the <i>Public Governance, Performance and Accountability Act 2013 (Cth)</i>);any Commonwealth company (including nbn);the Australian Geospatial-Intelligence Organisation or the Defence Intelligence Organisation;the High Court or any other Court created by the Parliament; andother bodies or persons performing offices that are established by Commonwealth law and prescribed by the PID rules.																					
authorised officer (see s 36, PID Act)	<ul style="list-style-type: none">the principal officer of an agency; ora public official who belongs to the agency and is appointed, in writing, by the principal officer of the agency as an authorised officer for the purposes of the PID Act. <p>An authorised officer is an authorised internal recipient of public interest disclosures under the PID Act.</p> <p>nbn's appointed authorised officers are:</p> <table><tbody><tr><td>KPMG FairCall</td><td>Phone:</td><td>1800 179 054</td></tr><tr><td></td><td>Online:</td><td>www.faircall.kpmg.com.au</td></tr><tr><td></td><td>Post:</td><td>The Faircall Manager, KPMG Forensic PO Box H67, Australia Square, 1213 Sydney</td></tr><tr><td>Rachael McIntyre Executive General Manager – Reputation and Stakeholder Engagement</td><td>Email:</td><td>rachaelmcintyre@nbngo.com.au</td></tr><tr><td></td><td>Post:</td><td>Level 4, 202 Pier Street, Perth, WA 6000</td></tr><tr><td>Ben Doctor Deputy Chief Financial Officer</td><td>Email:</td><td>bendoctor1@nbngo.com.au</td></tr><tr><td></td><td>Post:</td><td>Level 13, 100 Mount Street, North Sydney, NSW 2060</td></tr></tbody></table>	KPMG FairCall	Phone:	1800 179 054		Online:	www.faircall.kpmg.com.au		Post:	The Faircall Manager, KPMG Forensic PO Box H67, Australia Square, 1213 Sydney	Rachael McIntyre Executive General Manager – Reputation and Stakeholder Engagement	Email:	rachaelmcintyre@nbngo.com.au		Post:	Level 4, 202 Pier Street, Perth, WA 6000	Ben Doctor Deputy Chief Financial Officer	Email:	bendoctor1@nbngo.com.au		Post:	Level 13, 100 Mount Street, North Sydney, NSW 2060
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<p>James Clifford General Manager Legal and Company Secretary</p>	<p>Email: jamesclifford@nbnco.com.au Post: Level 13, 100 Mount Street, North Sydney, NSW 2060</p>
<p>Anna Haynes General Manager Governance and Strategic Initiatives</p>	<p>Email: annahaynes@nbnco.com.au Post: Level 13, 100 Mount Street, North Sydney, NSW 2060</p>
<p>Tracy Davenport Executive General Manager SEO Corporate</p>	<p>Email: tracydavenport@nbnco.com.au Post: Level 14, Tower 5, 727 Collins Street, Docklands, VIC, 3008</p>
<p>This list may be amended from time to time in writing by the Chief Executive Officer of nbn.</p>	
<p>Commonwealth contract (see s 30(3), PID Act)</p>	<p>A contract to which the Commonwealth or an agency (including nbn) is a party and under which goods or services are provided:</p> <ul style="list-style-type: none"> to the Commonwealth or the agency; or on behalf of the Commonwealth or agency in connection with the performance of its functions or the exercise of its powers.
<p>contracted service provider (see s 30(2), PID Act)</p>	<p>An individual or organisation who is a party to a Commonwealth contract and is responsible for providing goods and services under the Commonwealth contract. This also includes a subcontractor of a contracted service provider who is responsible under their subcontract for providing goods and services for the purposes (whether direct or indirect) of the Commonwealth contract.</p> <p>Individuals and organisations (and their sub-contractors) that provide goods and services under a contract with nbn or under a contract for or on behalf of nbn are contracted service providers.</p>
<p>designated publication restriction (see s 8, PID Act)</p>	<p>The restrictions listed in section 8 of the PID Act that seek to protect the identity of people through means such as:</p> <ul style="list-style-type: none"> court or tribunal orders requiring that information is not be published (such as under the <i>Family Law Act 1975</i> and the <i>Migration Act 1958</i>); witness protection schemes; and law enforcement mechanisms.
<p>detriment (see s 13(2), PID Act.)</p>	<p>A term used in the context of potential reprisal against a discloser.</p> <p>For example, it could include:</p> <ul style="list-style-type: none"> dismissal of an employee; injury of an employee in their employment (e.g denying them a reference or a promotion without appropriate reasons); alteration of an employee’s position to their disadvantage; discrimination between employees;

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	<ul style="list-style-type: none"> harassment or intimidation; physical or psychological harm or injury to a person (including a stress-related injury); or damage to a person’s property, reputation, business, financial position, or any other damage.
discloser	Any individual who makes a public interest disclosure.
disclosable conduct (see s 29, PID Act)	<p>Conduct by:</p> <ul style="list-style-type: none"> nbn or another agency; a public official in connection with their position; and/or a contracted service provider in connection with entering into or giving effect to a Commonwealth contract, <p>if that conduct:</p> <ul style="list-style-type: none"> contravenes a local law, or contravenes a foreign law that applies to nbn, the public official or the contracted service provider; perverts the course of justice; involves corruption of any kind (including “corrupt conduct” for the purposes of the NACC Act); constitutes maladministration, including conduct that is based on improper motives or is unreasonable, unjust, oppressive or negligent; is an abuse of public trust; is fabrication, falsification, plagiarism or deception relating to scientific research, or other misconduct in relation to scientific evaluation, analysis or advice; results in wastage of public money or public property; unreasonably endangers health and safety; endangers the environment; is prescribed by the PID rules; involves, or is engaged in for the purpose of, a public official abusing their position; and/or could give reasonable grounds for disciplinary action resulting in termination of the public official. <p>Personal work-related conduct is not disclosable conduct unless the conduct:</p> <ul style="list-style-type: none"> would constitute taking a reprisal against another person, or an offence of taking reprisal; or the conduct is of such a significant nature that it would undermine public confidence in an agency (or agencies) or has other significant implications for an agency.
External Investigator	A third party contracted service provider appointed by a WPO to conduct an investigation in accordance with the PID Act.
identifying information (see s 20(1)(b), PID Act)	Information that was obtained by any person in their capacity as a public official that is likely to enable the identification of the discloser as a person who has made a public interest disclosure.
internal disclosure	A public interest disclosure that is made to an authorised internal recipient, or a supervisor of the discloser and meets the following requirements:

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(see s 8 and 26, PID Act)	<ul style="list-style-type: none"> • the information tends to show, or the discloser believes on reasonable grounds that the information tends to show, one or more instances of disclosable conduct (but a disclosure can still be an “internal disclosure” even if it also includes other information, including information that relates to personal work-related conduct); and • the disclosure is not made in the course of performing the discloser’s ordinary functions as a public official. <p>It also includes an allegation made in conjunction with such a disclosure.</p>
IGIS	Inspector-General of Intelligence and Security.
KPMG FairCall	<p>Phone: 1800 179 054</p> <p>Online: www.faircall.kpmg.com.au</p> <p>Post: The Faircall Manager, KPMG Forensic PO Box H67, Australia Square, 1213 Sydney</p> <p>KPMG FairCall is an independently monitored, external service operated by KPMG Australia to enable nbn public officials to report concerns of possible wrongdoing.</p>
NACC Act	<i>National Anti-Corruption Commission Act 2022 (Cth).</i>
nbn	nbn co limited (ABN 86 136 533 741).
Ombudsman	<p>The Commonwealth Ombudsman contactable at:</p> <p>Telephone enquiries: 1300 362 072 9am - 5pm (AEDT) Monday to Friday</p> <p>E-mail: ombudsman@ombudsman.gov.au</p> <p>Mail: GPO Box 442 Canberra ACT 2601</p> <p>Fax: (02) 6276 0123</p> <p>Website: http://www.ombudsman.gov.au/</p> <p>Online complaint: https://www.ombudsman.gov.au/complaints</p>
<p>Personal work-related conduct</p> <p>(s 29A, PID Act)</p>	<p>Conduct (by act or omission) engaged in by a public official (the first official) in relation to another public official (the second official) that:</p> <ul style="list-style-type: none"> • occurs in relation to, or in the course of, either or both of the following: <ul style="list-style-type: none"> ○ the second official’s engagement or appointment as a public official; ○ the second official’s employment, or exercise of functions and powers, as a public official; and

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	<ul style="list-style-type: none"> • has, or would tend to have, personal implications for the second official. <p>The following are examples of personal work-related conduct:</p> <ul style="list-style-type: none"> • interpersonal conflict between public officials (e.g. bullying or harassment); • conduct relating to the transfer or promotion; • conduct relating to the terms and conditions of engagement or appointment; • disciplinary action; • the suspension or termination of employment or appointment as a public official; • conduct in relation to which is, or would have been, entitled to review under section 33 of the <i>Public Service 25 Act 1999</i> or under any comparable review process that forms, or formed, part of terms or conditions of engagement or appointment.
<p>PID or public interest disclosure</p> <p>(see s 26, PID Act)</p>	<p>A disclosure of information by a current or former public official that meets the requirements of an internal disclosure.</p> <p>Other types of public interest disclosures (as defined in s 26 of the PID Act) include an external disclosure, emergency disclosure, legal practitioner disclosure and NACC disclosure.</p>
PID Act	<i>Public Interest Disclosure Act 2013 (Cth).</i>
PID Manual	<p>The manual setting out nbn's procedures in relation to disclosures made under or in accordance with the PID Act and comprising:</p> <ul style="list-style-type: none"> • this PID Glossary of Terms; • PID Manual; • PID Information Sheet for Disclosers; • WPO and KPMG FairCall Guide to Receipt and Allocation of PIDs; • WPO Guide to Pre-Investigation and Investigation of PIDs; • PID Guide for Supervisors and Managers; • PID Guide for Investigators; • PID Guide to Risk Assessment, Support, Protection and Confidentiality; • PID Process flowchart; and • short-form Public Interest Disclosure Procedures.
PID Standards	<i>Public Interest Disclosure Standards Determination 2025 (Cth).</i>
POI or Person of Interest	A person who is the subject of a public interest disclosure.
principal officer (see s 73, PID Act)	The Chief Executive Officer of nbn.
Public Interest Disclosure Procedures	nbn's procedures for handling PIDs published on nbn's intranet and website.

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public official (see s 69, PID Act)	<ul style="list-style-type: none"> all employees and directors of an agency (including nbn); contracted service providers under a Commonwealth contract; and officers and employees of contracted service providers who provide services for the purpose (whether direct or indirect) of the Commonwealth contract.
reprisal (see s 13, PID Act)	Where someone engages in conduct that causes (or threatens to cause) any detriment to another person because they believe or suspect that person (or anyone else) has made, may have made, proposes to make, or could make a public interest disclosure, and that belief or suspicion is a reason for engaging in the conduct.
supervisor (see s 8, PID Act)	A public official who supervises or manages the person who is making the disclosure which at nbn includes a member of EXCO and their Executive General Manager direct reports.
WIO or Whistleblower Investigation Officer	An internal nbn employee who is appointed by a WPO to conduct an investigation in accordance with the PID Act.
WPO or Whistleblower Protection Officer	<ul style="list-style-type: none"> the principal officer of an agency; or a public official who belongs to the agency and is appointed, in writing, by the principal officer of the agency as an authorised officer for the purposes of the PID Act. <p>An authorised officer is an authorised internal recipient of public interest disclosures under the PID Act.</p> <p>nbn's WPOs are:</p>
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WPO Priority List	<ol style="list-style-type: none"> 1. Rachael McIntyre, the Executive General Manager Reputation and Stakeholder Engagement, and if she is not available, is unable to act or is identified in the disclosure by name or role; 2. Ben Doctor, the Deputy Chief Financial Officer, and if he is not available, is unable to act or is identified in the disclosure by name or role; 3. James Clifford, the General Manager Legal and Company Secretary, and if he is not available, is unable to act or is identified in the disclosure by name or role; 4. Anna Haynes, the General Manager Governance and Strategic Initiatives, and if she is not available, is unable to act or is identified in the disclosure by name or role; 5. Tracy Davenport, the Executive General Manager SEO Corporate.
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