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To: [ICAC:Whistleblower Project](#)
Subject: Submission to whistleblowing review
Date: Sunday, 9 November 2025 11:51:12 AM

Good morning,

Thank you for undertaking this review.

Just to start with a word on form, I am disappointed in the lack of accessibility of a review into such an important topic.

The government has done good work with the YourSAy website allowing for creative ways for engagement, and a single 24 page discussion paper that only allows for submissions by email is a far cry from modern methods of engagement. Further for accessibility we should aim for our writing to be at a Year 9 level, while the Discussion Paper is written at a post graduate level. This appears more as a consultation written by lawyers for lawyers as opposed to something seeking feedback from the public and people who may make reports.

Further, I only found out about this review through a LinkedIn post on last Friday, as a public servant there should have been a way to bring this to my attention much earlier. The focus on independence can often denigrate the icac's effectiveness and I do think this is one of those times.

Now onto whistleblowing.

I don't think a PID Act could exist that would encourage reporting. One page of your discussion paper raises organisational climate, which is the key.

Legislation can't prevent victimisation through bullying. Legislation is a very basic tool and, by evidence of all the discrimination, family domestic and sexual violence, and other such illegal acts that take place, is very limited in its ability to change public behaviour. Policy and cultural shifts are needed.

For example, despite the Judicial Conduct Commissioner being in existence (albeit a Voldemort - Professor Quirrel style existence) it never received a complaint of sexual misconduct against a legal officer. However an active inquiry by the Equal Opportunity Commission revealed absolute truck loads of the same. No changes to the JCC or PID Act would have made the same reveal and only further cultural and policy changes will make the profession safer.

I am a more frequent reporter than most public officers, but I would never report under my own name about my own workplace. Victimisation can occur all too easily and it would be far too easy for them to just over-manage me, stop giving me so much work, stop being quite so nice to me, stop trusting me, or other such subtle actions that I would never be able to prove in court.

The important legislative part of the legislative whistleblowing framework is section 50 of the ICAC Act, which I assume means someone can report whatever they want to the OPI without having to worry about the matter being confidential.

People should always be reporting. Anonymous reporting is difficult as can limit what can be achieved. A process should be created whereas people can be encouraged report under pseudonym with a relevant email so they can be contacted for further information and follow up without having to identify themselves.

The ICAC, OPI and Ombudsman should engage more with public officers, so people can understand more.

Given my working history I am often drilled with question on how our integrity landscape functions, so many people aren't happy with what they have witnessed in their workplace but have no faith in the reporting system to make change or protect them. The PID Act wont help this, they just need someone to speak to.

Kindest regards

Dylan