



ASIC

Australian Securities & Investments Commission

12 April 2016

Address block

Level 5, 100 Market Street,
Sydney NSW 2000
GPO Box 9827, Sydney NSW 2001
DX 653 Sydney

Telephone: +61 2 9911 2000

Facsimile: +61 2 9911 2414

www.asic.gov.au

Dear Sir/Madam

**Research and evaluation opportunity –
Whistling While They Work 2: improving managerial responses to
whistleblowing in public and private sector organisations**

I am writing to encourage your organisation to participate in a new national research project aimed at improving management of internal reporting of wrongdoing across the public, private and not-for-profit sectors.

This project, in which ASIC is pleased to be a partner, is led by Griffith University and has been independently funded by the Australian Research Council. It involves four universities and 21 supporting organisations across Australia and New Zealand. It is the most comprehensive study of whistleblowing processes yet undertaken in either country or internationally.

Ensuring that employees and others have safe channels through which to raise wrongdoing concerns, and that your organisation is well equipped to address them and to protect those who raise them, are vital elements of good governance and integrity in modern organisations.

This first step is a short **Survey of Organisational Processes & Procedures** which can be found on the project website, www.whistlingwhiletheywork.edu.au, along with further information on the project as a whole. The survey can also be directly accessed by visiting this website: www.whistleblowing.edu.au/survey.

The survey will only take 20-30 minutes for most companies to complete. The information will be collected directly by Griffith University. It will provide a new snapshot of the key elements of processes and procedures for managing internal reporting of wrongdoing concerns across all sectors, and for managing the challenges that can arise.

Many organisations have whistleblowing policies, but not enough is known about current best practice. The results will be used to inform new guidance for organisations, including a proposed new Australian and New Zealand Standard for whistleblowing programs.

The survey also allows you to indicate your organisation's interest in participating in greater depth, through the next phase of the research: *Integrity@WERQ*. This phase will contribute to greater knowledge of how organisations' processes and procedures are actually working, and provide a unique opportunity for your organisation to directly benchmark your current policies and their performance, if you wish.

By participating in this research, your company can also help ensure it has best practice procedures in place to help it implement its obligations under Part 9.4AAA (Protection for Whistleblowers) of the Corporations Act, and other legislation.

Finally, your organisation may also have relationships with other private sector or not-for-profit organisations – major contractors, service providers, funded organisations or subsidiaries – who could benefit from participating in this research. If so, please also encourage them to do so by forwarding information about the project and survey.

The research is open to any organisation based or with significant operations in Australia or New Zealand, with more than 10 employees, until 30 June 2016. The project team is contactable via the website or by emailing

WWTWadmin@griffith.edu.au, and can also assist with any further information.

I encourage you to join in both phases of the research, commencing with this initial survey of your organisation's processes and procedures.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Peter Kell', written in a cursive style.

Peter Kell
Deputy Chairman

Enc. Whistling While They Work 2 Project Information Sheet