

## Mia's Story

Mia, a serving member of the NSW Police Force, contacted the Law Enforcement Conduct Commission (LECC) using the online complaint form, to report allegations of misconduct by senior officers within her [Command](#). Mia reported to the LECC that she received a direction from senior officers that she was uncomfortable with. She reported the direction given was supported by management as it would increase the statistics for the Command. Mia was highly concerned that this directive failed to comply with *Law Enforcement (Powers and Responsibilities) Act 2002* (LEPRA) and reported to the LECC that a significant number of people had been impacted. Further, Mia reported that records were being falsified to justify the direction given to Officers. Mia stated in her initial complaint that she felt the actions of her command amounted to [serious misconduct and maladministration](#). She also expressed concerns for her confidentiality.

Sam, an Assessment Officer with the LECC, reviewed the information that Mia provided and conducted initial enquiries into the named senior officers involved in order to determine if the LECC had received any previous complaints against the named officers, or if the LECC held any intelligence about the Command subject to the complaint. Sam contacted Mia by phone to clarify the allegations raised and explain the LECC Assessment process. Noting Mia's concerns surrounding her confidentiality, Sam also explained the process of a Public Interest Disclosure (PID) Assessment whereby if Mia's complaint was considered a PID\*, she would be afforded protections against any potential reprisals for making her complaint to the LECC. Mia advised that she would like to provide further information to the LECC concerning her allegations and sent an email to Sam following their phone call.

Once all the material Mia wished to provide was received, Sam reviewed the information and conducted an assessment of the complaint. In conducting an assessment, Sam considered the complaint against the requirements of s45 of the *Law Enforcement Conduct Commission Act 2016* and the LECC's policies and procedures. Sam also completed a PID Assessment and determined that Mia's complaint constituted a PID and that Mia would subsequently be afforded protections against any potential reprisals resulting from her complaint to the LECC. Sam recommended that the matter may be suitable for further investigation by the LECC and referred the complaint to be considered at the weekly Complaint Action Panel - an internal meeting of the LECC

Commissioners and key staff tasked with determining the appropriate action the LECC will take with regards to each matter received. Staff at the meeting considered the allegations and Sam's reasoning for recommending the matter be further investigated and ultimately endorsed the recommendation and decided the matter would be referred to the Integrity Division of the LECC for further enquiries to be conducted. Sam updated Mia by phone and also sent a letter advising Mia of the LECC's decision to investigate her complaint further. Mia will be kept updated on the matter as much as possible and the LECC will advise her when the investigation into her allegations has been completed.

*\* A public interest disclosure (PID) is a report, complaint, or other information from a person working in or for the public service, about certain misconduct by other public officials who are either in the same agency or in a different agency. The types of misconduct include corrupt conduct, maladministration serious and substantial waste, government information contraventions and local government pecuniary interest contraventions. The person who makes a PID is a whistle blower.*

*A PID can be made orally, or in writing. A PID can be made anonymously. The person making a disclosure does not need to state that they are making a PID, or refer to the PID Act, for their disclosure to be protected under the Act.*