

WHISTLEBLOWER POLICY

1. PURPOSE

This Policy describes how a person (including a St Basil's staff member, resident, supporter, or other stakeholder) can make a disclosure that qualifies for whistleblower protections under the Aged Care Act 2024, National Disability Insurance Scheme (NDIS) Act 2013 or Corporations Act 2001, and how St Basil's will respond to such a disclosure.

This Policy is intended to supplement, and not limit in any way, the provisions of the Aged Care Act, NDIS Act, and Corporations Act in relation to whistleblowing. Where a provision of this Policy is inconsistent with a provision of either Act, the Act will apply to the extent of the inconsistency.

2. POLICY STATEMENT

- 2.1. As a registered provider for the delivery of funded aged care services, St Basil's is committed to high quality care and services.
- 2.2. We acknowledge that whistleblower disclosures provide valuable insight into the care and services we provide and should be used to promote continuous improvement.
- 2.3. We encourage and support everyone who receives care from us, their families, registered supporters, staff, and other individuals to disclose information relating to wrongdoing. We foster a 'blame-free' approach, accepting accountability when things go wrong and focusing on the opportunity to improve.
- 2.4. Everyone involved with St Basil's has access to our whistleblower system and is encouraged and supported to make whistleblower disclosures without fear of victimisation, persecution, retribution or personal detriment. We demonstrate **courtesy and kindness** at all times, including in dealing with whistleblower disclosures.
- 2.5. Whistleblowers have the right to confidentiality when making disclosures, and disclosures can be provided anonymously if preferred.
- 2.6. St Basil's will ensure that all whistleblower disclosures are received, acknowledged, assessed, managed, investigated, recorded, and resolved in a fair, transparent, accessible, safe, culturally respectful, and timely manner.
- 2.7. A whistleblower disclosure may contain information that interacts with other policies and statutory obligations. While St Basil's will consider the whistleblower protections to be paramount in such cases, we may adapt our investigations to ensure compliance with other obligations and avoid duplication.

WHISTLEBLOWER POLICY

3. DISCLOSURES QUALIFYING FOR WHISTLEBLOWER PROTECTIONS

3.1. Disclosures under the Aged Care Act 2024

- 3.1.1. Any suspected contravention of the Aged Care Act can be reported as a whistleblower disclosure, provided the discloser has reasonable grounds for the suspicion. Any person can make a disclosure.
- 3.1.2. The disclosure can be made orally or in writing, and the discloser can elect to have the disclosure dealt with through St Basil's whistleblower system or through the feedback and complaints system.

3.2. Disclosures under the NDIS Act 2013

- 3.2.1. Any suspected contravention of the NDIS Act can be reported as a whistleblower disclosure, provided the discloser has reasonable grounds for the suspicion and is acting in good faith. A disclosure can be made by:
 - a St Basil's staff member, contractor or Board member;
 - a resident or Plateia participant who is also a NDIS participant;
or
 - a nominee, supporter, carer, independent advocate or significant other of such a person.

3.3. Disclosures under the Corporations Act 2001

- 3.3.1. Disclosures under the Corporations Act can be made about 'misconduct' or 'an improper state of affairs or circumstances' in relation to a regulated entity such as St Basil's, or an officer of that entity.
- 3.3.2. Only a person who qualifies as an 'eligible whistleblower' may make a protected disclosure under the Corporations Act. This includes any St Basil's officer or staff member, suppliers, volunteers, associates, and relatives or dependents of any of those entities.
- 3.3.3. 'Misconduct' and 'an improper state of affairs' are defined broadly but will typically be limited to corporate and tax matters, business matters that may cause consumer harm, or other systemic issues. Examples may include wrongdoing by St Basil's or its officers such as:
 - illegal conduct such as theft, dealing in or use of illicit drugs, violence or threatened violence, and criminal damage against property;
 - fraud, money laundering, or misappropriation of funds;

WHISTLEBLOWER POLICY

- offering or accepting a bribe;
- financial irregularities;
- breaches of legal requirements.

3.3.4. Without limiting these concepts, the Corporations Act specifies that the following types of conduct qualify:

- an offence against, or contravention of, a provision of:
 - the Corporations Act;
 - the Australian Securities and Investments Commission Act 2001;
 - the Banking Act 1959;
 - the Financial Sector (Collection of Data) Act 2001;
 - the Insurance Act 1973;
 - the Life Insurance Act 1995;
 - the National Consumer Credit Protection Act 2009;
 - the Superannuation Industry (Supervision) Act 1993;
 - any instrument made under any of these Acts;
- an offence against any Commonwealth law punishable by twelve or more months imprisonment;
- conduct that represents a danger to the public or the financial system.

3.3.5. The discloser must have reasonable grounds to suspect that the conduct has occurred.

3.4. Matters that do not qualify for whistleblower protections

3.4.1. Disclosures that relate solely to personal work-related grievances do not qualify for protection. Examples of personal work-related grievances are:

- an interpersonal conflict between people in the workplace;
- a decision relating to the engagement, transfer, or promotion of the relevant person;
- a decision relating to the terms and conditions of the person's employment;
- disciplinary action (including suspension or termination of employment) taken against the person.

3.4.2. Personal work-related grievances will be managed in accordance with St Basil's internal policies.

3.4.3. The restriction on personal work-related grievances does not apply where an eligible person has made a separate whistleblower disclosure and is being victimised in relation to that disclosure.

WHISTLEBLOWER POLICY

4. TO WHOM DISCLOSURES CAN BE MADE

- 4.1. Disclosures can be made internally to St Basil's in accordance with the procedure described at Appendix A to this policy.
- 4.2. St Basil's encourages people to make disclosures internally in the first instance. This provides St Basil's an opportunity to investigate the disclosure and address any matters disclosed.
- 4.3. External disclosures under the Aged Care Act can be made to:
 - a Commissioner or member of staff of the Aged Care Quality and Safety Commission;
 - the Secretary or an official of the Department of Health, Disability and Ageing (or any future name of this Department);
 - a police officer;
 - an independent aged care advocate.
- 4.4. External disclosures under the NDIS Act can be made to the:
 - NDIS Quality and Safeguards Commission;
 - National Disability Insurance Agency.
- 4.5. External disclosures under the Corporations Act can be made to the:
 - Australian Securities and Investments Commission (ASIC);
 - Australian Competition and Consumer Commission (ACCC);
 - Australian Prudential Regulation Authority (APRA);
 - Australian Taxation Office (ATO).
- 4.6. A disclosure under the Corporations Act may be made to a solicitor or other qualified lawyer for the purpose of seeking advice in relation to whistleblower laws. This may include information that is not protected, if it is relevant to the purpose of obtaining legal advice. The lawyer will be in the best position to provide a whistleblower with further information about the protections that attach to such a disclosure.
- 4.7. A disclosure under the Corporations Act may be made to a journalist or Member of Parliament if it qualifies as a 'public interest disclosure' or 'emergency disclosure'. To meet this requirement all of the following conditions must be satisfied:
 - the whistleblower has previously made a protected disclosure to ASIC, APRA, or a body prescribed by the Corporations Act or Regulations;
 - for a public interest disclosure, at least ninety (90) days have passed since the protected disclosure was made, and the whistleblower does not have reasonable grounds to believe that action is being taken;
 - for an emergency disclosure, the whistleblower has reasonable grounds to believe that the information concerns a substantial and imminent

WHISTLEBLOWER POLICY

danger to the health or safety of one or more persons or to the natural environment;

- the whistleblower has reasonable grounds to believe that making a further disclosure would be in the public interest;
- the whistleblower notifies the person or body to which the original disclosure was made that they intend to make a public interest disclosure or emergency disclosure;
- the disclosure does not contain information greater than necessary to inform the Member of Parliament or journalist of the situation.

4.8. St Basil's recommends that a whistleblower seeks independent legal advice before making a public interest disclosure or emergency disclosure.

5. AVAILABLE PROTECTIONS

5.1. Whistleblowers have various protections under the relevant Act for making a disclosure, including protection against civil claims (eg. for breaches of an employment contract) and criminal liability (eg. prosecution for unlawfully disclosing information). However, the whistleblower can still be subject to civil or criminal liability for conduct which may be revealed by the disclosure.

5.2. No contractual or other remedies or rights may be enforced or exercised against a person for making a qualifying disclosure. This includes a contract being terminated on the grounds that the disclosure is a breach of contract.

5.3. Individuals who make a qualifying disclosure are protected against victimisation as a result of having made the disclosure, including actual or threatened detriment.

5.4. The Corporations Act provides the following examples of detriment:

- dismissal of a staff member;
- injury of a staff member in his or her employment;
- alteration of a staff member's position or duties to his or her disadvantage;
- discrimination between staff members of the same employer;
- harassment or intimidation of a person;
- harm or injury to a person, including psychological harm;
- damage to a person's property;
- damage to a person's reputation;
- damage to a person's business or financial position.

5.5. A court may make orders to prevent, stop or remedy any detriment, including granting an injunction, awarding compensation, ordering reinstatement or making an order for damages.

WHISTLEBLOWER POLICY

- 5.6. St Basil's encourages staff members not to make false disclosures. These create significant detriment for the organisation and for those seeking to make legitimate disclosures. Staff members found to have made a deliberate false disclosure may be subject to disciplinary action up to and including termination of employment (also refer to Section 8 of this Policy).
- 5.7. Nothing in this Policy prevents St Basil's, where there are reasonable grounds, from disciplining a staff member who has disclosed information that is not protected, or in a manner that is not consistent with the Aged Care Act, NDIS Act, Corporations Act, or this Policy, or for reasons unrelated to a protected disclosure.

6. MANAGEMENT OF PROTECTED DISCLOSURES

- 6.1. St Basil's will take all reasonable steps to ensure a whistleblower's identity remains confidential. If the whistleblower is not anonymous, their identity will only be accessible to the person to whom the disclosure was made, unless:
 - the whistleblower consents to their identity being communicated only as necessary to aid any investigation of the matter; or
 - as otherwise permitted by law.
- 6.2. Should they choose, the whistleblower can remain anonymous throughout the entire investigation as well as after the investigation is finalised.
- 6.3. All documents relating to a protected disclosure will be secured, and only those persons investigating and / or managing the protected disclosure will have access to those documents. Where possible, a whistleblower's identity will be redacted from all internal documents, and they will be referred to in a gender-neutral way.
- 6.4. Consent is not required to disclose information if:
 - it does not reveal the whistleblower's identity;
 - St Basil's has taken all reasonable steps to reduce the risk that the whistleblower will be identified; and
 - disclosing the information is reasonably necessary to investigate the issues raised in the protected disclosure.
- 6.5. A whistleblower who suffers a detriment by St Basil's or an officer as a result of making a protected disclosure should notify one of the Whistleblower Disclosure Officers listed in Appendix A to this policy.
- 6.6. St Basil's, or an individual staff member, may be liable for significant civil penalties for failing to preserve the confidentiality of a discloser, for causing

WHISTLEBLOWER POLICY

or threatening to cause detriment to a discloser, or for failure to take reasonable precautions to prevent victimisation.

7. INVESTIGATION OF DISCLOSURES

7.1. The key steps in St Basil's approach to receiving and investigating disclosures include:

- assessing whether a disclosure qualifies for protection under this Policy and the Aged Care Act, NDIS Act or Corporations Act;
- if the disclosure is made under the Aged Care Act, confirming whether the discloser wishes to have the matter dealt with as a complaint or feedback rather than as a whistleblower disclosure;
- determining the appropriate course of action, ranging from none (where grounds for the disclosure cannot be established) to a full investigation;
- appointing an internal or external resolution manager according to the circumstances;
- ensuring that any investigation is conducted in a timely manner, taking into consideration the nature and complexity of the disclosure;
- ensuring that no person involved or potentially implicated is tasked with investigating the disclosure;
- ensuring that the discloser's identity, or information that is likely to lead to the discloser's identification, is not disclosed unless required or permitted by law;
- keeping the whistleblower informed as to the progress and status of their disclosure.

8. SUPPORT, PROTECTION, AND FAIR TREATMENT

- 8.1. St Basil's offers various supports to staff members, including those who have made a protected disclosure. This includes the Employee Assistance Program.
- 8.2. Where a staff member or officer is implicated in any alleged wrongdoing as a result of a disclosure, St Basil's will follow its standard investigative and disciplinary procedures.
- 8.3. Where an investigation into a protected disclosure involves the interviewing of other staff members or officers as witnesses, no staff member or officer will be disadvantaged in their employment as a result of their participation in the investigation.
- 8.4. Nothing in this Policy prevents St Basil's disciplining and / or terminating a staff member for a lawful reason, nor prevents any reasonable administrative action to protect a whistleblower from detriment.

WHISTLEBLOWER POLICY

- 8.5. St Basil's will take all reasonable steps to treat any person who is the subject of whistleblower disclosure fairly, including by:
- informing that person of the substance of the allegations that are the subject of the investigation;
 - offering that person a right to submit a response; and
 - informing that person about the substance of any adverse conclusion at the end of the investigation process.

9. POLICY COMMUNICATION AND REVIEW

- 9.1. We will publish this Policy in an accessible form that:
- describes the whistleblower protections, how a disclosure can be made, and how we will manage and investigate disclosures;
 - explains the supports that we will provide, how we will ensure that the identity of whistleblowers is kept confidential, and that whistleblowers will be protected from victimisation for making a disclosure;
 - sets out what the whistleblower can do if they suspect there has been a breach of the protections.
- 9.2. We will publish the Policy in an accessible form for our residents, families and registered supporters, St Basil's staff members, responsible persons, and any person who requests the Policy.
- 9.3. We will help our residents and Plateia participants to understand how the whistleblower system works and present the Policy in an alternative format (eg. translated into a resident's preferred language) if requested.
- 9.4. We will communicate regularly, and at least monthly, to our staff, responsible persons, care recipients and registered supporters that whistleblower disclosures are welcome.

10. RESPONSIBILITIES

10.1. St Basil's Board

- 10.1.1. The Board oversees the operation of St Basil's system for receiving, managing, and investigating whistleblower disclosures.
- 10.1.2. With the support of St Basil's leadership, the Board is responsible for regularly (and at least annually) reviewing the operation of the system and identifying and driving areas for improvement.

WHISTLEBLOWER POLICY

10.2. St Basil's leadership

- 10.2.1. St Basil's leadership is responsible for ensuring that this Policy is documented, implemented, maintained, and communicated to all staff members.
- 10.2.2. St Basil's leadership will provide staff members and Board members with appropriate training, information, instruction, and resources to assist them in understanding this Policy and their roles within St Basil's whistleblower system, including:
- how to handle personal information and data;
 - how to recognise and respond to whistleblower disclosures;
 - who may receive disclosures within and external to St Basil's;
 - managing relationships and clearly communicating with whistleblowers;
 - when and how to escalate disclosures;
 - the penalties for contravening whistleblower laws.
- 10.2.3. St Basil's leadership will develop, implement, and monitor actions to appropriately manage any protected disclosures.
- 10.2.4. St Basil's leadership will ensure that this Policy is communicated to residents, their registered supporters, and any other person who requests it, including supporting them to understand the Policy as necessary.
- 10.2.5. In response to individual disclosures, relevant leaders will ensure that:
- improvements are made to address matters revealed by a disclosure;
 - the effectiveness of responses is evaluated;
 - the time taken to resolve individual matters is recorded and tracked.

10.3. Staff members

- 10.3.1. All staff members must comply with this Policy, which includes complying with any reasonable instruction given by St Basil's in relation to the Policy.
- 10.3.2. Staff members seeking to make a protected disclosure must do so in accordance with this Policy.

WHISTLEBLOWER POLICY

- 10.3.3. Staff members must comply with any reasonable requests of St Basil's in relation to investigation arising from a protected disclosure, or in relation to potential breaches of this Policy.
- 10.3.4. Staff members should report any suspected non-compliance with this Policy.

11. NON-COMPLIANCE WITH THIS POLICY

11.1. St Basil's requires and expects compliance with this Policy. Any non-compliance may lead to disciplinary action, up to and including termination of employment.

12. DEFINITIONS

Journalist means a person working in a professional capacity as a journalist for:

- a newspaper or magazine;
- a radio or television broadcasting service;
- an electronic service that:
 - is operated on a commercial basis, or operated by a body that provides a national broadcasting service; and
 - is similar to a newspaper, magazine, radio, or television broadcasting service.

Officer includes a Director or Secretary of St Basil's.

13. RELATED LEGISLATION AND STANDARDS

- Relevant to all aspects of the Aged Care Quality Standards:
 - Standard 1 – The Person
 - Standard 2 – The Organisation
 - Standard 3 – Care and Services
 - Standard 4 – The Environment
 - Standard 5 – Clinical Care
 - Standard 6 – Food and Nutrition
 - Standard 7 – The Residential Community
- Aged Care Act 2024:
 - Part Chapter 7, Part 5 – Whistleblower protections
- Aged Care Rules 2025:
 - Chapter 4, Part 10, Division 2, Subdivision D – Implementing and maintaining a whistleblower system and maintaining a whistleblower policy
 - Chapter 4, Part 10, Division 2, Subdivision E – Managing disclosures that qualify for protection
- Corporations Act 2001:
 - Volume 6, Part 9.4AAA – Protection for whistleblowers

WHISTLEBLOWER POLICY

- NDIS Act 2013:
 - Chapter 4, Part 3A, Division 7 – Protection of disclosers

WHISTLEBLOWER POLICY

Appendix A

Internal procedure for receiving and responding to disclosures

1. Making a disclosure

- 1.1. Protected disclosures can be made in the following ways:
 - online through the St Basil's MyConcerns platform (<https://stbasils.buzzer.com/myconcern>);
 - by email, telephone, or in person (noting that, with the exception of using an anonymous email address, disclosures made in these ways will not be anonymous);
 - by post sent to any person specified in Sections 1.2 to 1.5 of this Appendix (noting that postage and delivery timeframes may generate delays in the investigation process).
- 1.2. Disclosures under the Aged Care Act 2024 can be made to any of the following persons within St Basil's:
 - any 'responsible person' within the meaning of the Act, including Board members, executives and site leaders;
 - any St Basil's employee classified as an 'aged care worker' under the Act (see section 5 below).
- 1.3. Note that some St Basil's staff are not captured by the Aged Care Act definition, and are therefore unable to receive disclosures. This includes corporate staff who are not otherwise considered 'responsible persons' under the Act, as well as administration and reception staff.
- 1.4. Disclosures under the National Disability Insurance Scheme (NDIS) Act 2013 can be made to any of the following persons within St Basil's:
 - anyone designated as 'key personnel' within the meaning of the Act, including Board members, executives and site leaders.
- 1.5. Disclosures under the Corporations Act 2001 can be made to any of the following persons within or connected to St Basil's:
 - an 'officer' or 'senior manager' of St Basil's (or a related entity of St Basil's) as defined in the Act;
 - an auditor or actuary of St Basil's;
 - a person authorised by the Board to receive whistleblower disclosures.
- 1.6. The meanings of the defined terms in these Acts are included in section 5 below.
- 1.7. St Basil's has designated a set of leaders who fit these definitions, referred to as Whistleblower Disclosure Officers (WDOs), who are required to maintain up-to-date knowledge of applicable whistleblower schemes. Current WDOs are listed in this Appendix.

WHISTLEBLOWER POLICY

- 1.8. It is not obligatory for anyone seeking to make a disclosure to approach one of these WDOs; disclosures can be made to any other person who falls under the definition within the relevant Act.
- 1.9. Whistleblowers may wish to seek independent legal advice before making a disclosure to a person other than those listed in this Appendix.
- 1.10. Where a relevant person has reasonable grounds to suspect they hold protected information, they should disclose that information as soon as practicable after receiving it, in accordance with this policy.
- 1.11. Individuals making a whistleblower disclosure can request to remain anonymous.
- 1.12. A whistleblower who wishes to remain anonymous should maintain ongoing two-way communication with the person to whom they made the disclosure, to enable follow-up questions and feedback.
- 1.13. A whistleblower may also consent to the disclosure or partial disclosure of their identity or information that is likely to lead to their identification.

2. Assessment of disclosures

- 2.1. The WDO receiving the disclosure (or other responsible person within St Basil's, as the case may be) will assess:
 - whether it is a protected disclosure under the Aged Care Act, NDIS Act or Corporations Act in accordance with OP02 The Organisation_Whistleblower Policy, and therefore qualifies for protection; and
 - the course of action to be taken to address the disclosure; and
 - if an investigation is required, whether it should be conducted internal or external to St Basil's.
- 2.2. If the disclosure has been made under the Aged Care Act, the discloser has the opportunity to elect for the matter to be dealt with as a standard feedback or complaint matter, rather than a whistleblower matter. This means the protections under the Act's whistleblower provisions will not apply, although it may be possible for the matter to be dealt with more expeditiously (for example, without an in-depth investigation).
- 2.3. St Basil's feedback and complaints policy is also available on the St Basil's website.

WHISTLEBLOWER POLICY

3. Investigations

- 3.1. All persons involved in the investigation will ensure that all parties are treated fairly and without bias. This includes:
 - no disadvantage to the employment of any staff member or officer for making a disclosure or participating in an investigation (including as an investigator);
 - no victimisation of any staff member or officer who makes a protected disclosure;
 - maintaining the confidentiality and anonymity of the whistleblower, unless otherwise required or permitted by law or consented to by the whistleblower.
- 3.2. Investigations will be conducted in a timely manner, taking into consideration the complexity and nature of the disclosure.
- 3.3. Where the whistleblower provides a means to contact them, St Basil's will keep them informed as to the progress of the investigation, as appropriate and consistent with legislative requirements.
- 3.4. The investigator will take the appropriate action depending on the conclusions resulting from their investigation. This may include, for example, reporting their findings to a relevant regulatory body or seeking legal advice to determine an appropriate action.

4. Findings

- 4.1. Findings will be communicated (subject to any conflicts of interest) to the Chief Executive.
- 4.2. Findings relating to the Chief Executive or a member of the Board will be communicated to the Chair of the Board. Findings relating the Chair may be communicated to any other members of the Board who are not connected to the matter in question.
- 4.3. The Chief Executive (or Chair of the Board in the event the Chief Executive is connected to the disclosure) may also determine that findings be communicated to the whistleblower and any other person connected to the disclosure, while adhering to confidentiality requirements.
- 4.4. If a whistleblower is not satisfied with the outcome of an investigation, they may request a review.
- 4.5. St Basil's will determine whether a review should be conducted, having regard to the nature of the disclosure, whether new information is available, and to the conduct of the original investigation.

WHISTLEBLOWER POLICY

- 4.6. If St Basil's determines that a review should be conducted, it will be conducted by an investigator who was not involved in the handling and investigation of the original disclosure.
- 4.7. On review, the findings of the investigation will be reconsidered, and the reviewer will decide whether to affirm the findings, vary them or set them aside and make new findings. A review does not require that an investigation be re-opened.
- 4.8. St Basil's may not be able to conduct an investigation if the whistleblower does not provide sufficient information and / or does not provide a means to contact them.

5. Definitions

Aged care worker is defined under the Aged Care Act 2024 as:

- a) an individual employed or otherwise engaged (including as a volunteer) by the registered provider to deliver funded aged care services, or
- b) an individual who:
 - i. is employed or otherwise engaged (including as a volunteer) by an associated provider of the registered provider, and
 - ii. is engaging in conduct under the associated provider's arrangement with the registered provider relating to the registered provider's delivery of funded aged care services, or
- c) an individual who is a registered provider.

Key personnel is defined under the NDIS Act as including:

- a) a member of the group of persons who is responsible for the executive decisions of an entity;
- b) any other person who has authority or responsibility for (or significant influence over) planning, directing or controlling the activities of the entity.

Officer has the meaning specified in the Corporations Act. This includes:

- a director or secretary of the company;
- a person who makes, or participates in making, decisions that affect the whole or a substantial part of the business;
- a person who has the capacity to significantly affect the company's financial standing;
- a receiver, administrator, liquidator, or trustee of property of the company.

Responsible person, as relevant to St Basil's operations, is defined under the Aged Care Act 2024 as:

- a) any person who is responsible for the provider's executive decisions;
- b) any other person who has authority or responsibility for (or significant influence over) planning, directing or controlling the provider's activities;

WHISTLEBLOWER POLICY

- c) any person who has responsibility for overall management of the provider's nursing services, or overall management of the nursing services delivered at an approved residential care home of the provider, and who is a registered nurse;
- d) any person who is responsible for the day-to-day operations of an approved residential care home or service delivery branch of the provider.

Senior manager, within the meaning of the Corporations Act, includes persons other than a director or secretary who make or participate in decisions that affect the whole or a substantial part of the business of the corporation, or who have the capacity to significantly affect the corporation's financial standing.

WHISTLEBLOWER POLICY

St Basil's Whistleblower Disclosure Officers

Person	Position	Contact Email Address	Contact Phone
Harry Patsouris	Board Chair	chair@stbasils.com.au	(08) 8232 1993
Michelle Church	Chief Executive	mchurch@stbasils.com.au	0438 401 712
Jack Giannias	Chief Financial Officer	jgiannias@stbasils.com.au	0402 179 543
Neville Hearse	Clinical Governance Lead	nhearse@stbasils.com.au	0412 633 464
Con Psaromatis	Business Development Executive	cpsaromatis@stbasils.com.au	0431 620 476
Milja Lanzoni	Care and Quality Advocate	mlanzoni@stbasils.com.au	0408 662 557
Con Katsambis	Community Services Lead	ckatsambis@stbasils.com.au	0412 981 107
Ivan Zrinscak	Service Excellence Officer	izrinscak@stbasils.com.au	0431 445 113
Amit Gaurav	General Manager, Croydon Park & St Peters	agaurav@stbasils.com.au	0419 192 955
Jenna Maddern	General Manager, Aegean Village	jmaddern@stbasils.com.au	0447 477 709

Persons included in this list are required to maintain up-to-date knowledge of applicable whistleblower schemes and their role within those schemes.

It is not obligatory for anyone seeking to make a disclosure to approach one of these officers; disclosures can be made to any other person who falls under the definition within the relevant Act.

Whistleblowers may wish to seek independent legal advice before making a disclosure to a person other than those listed in this document.