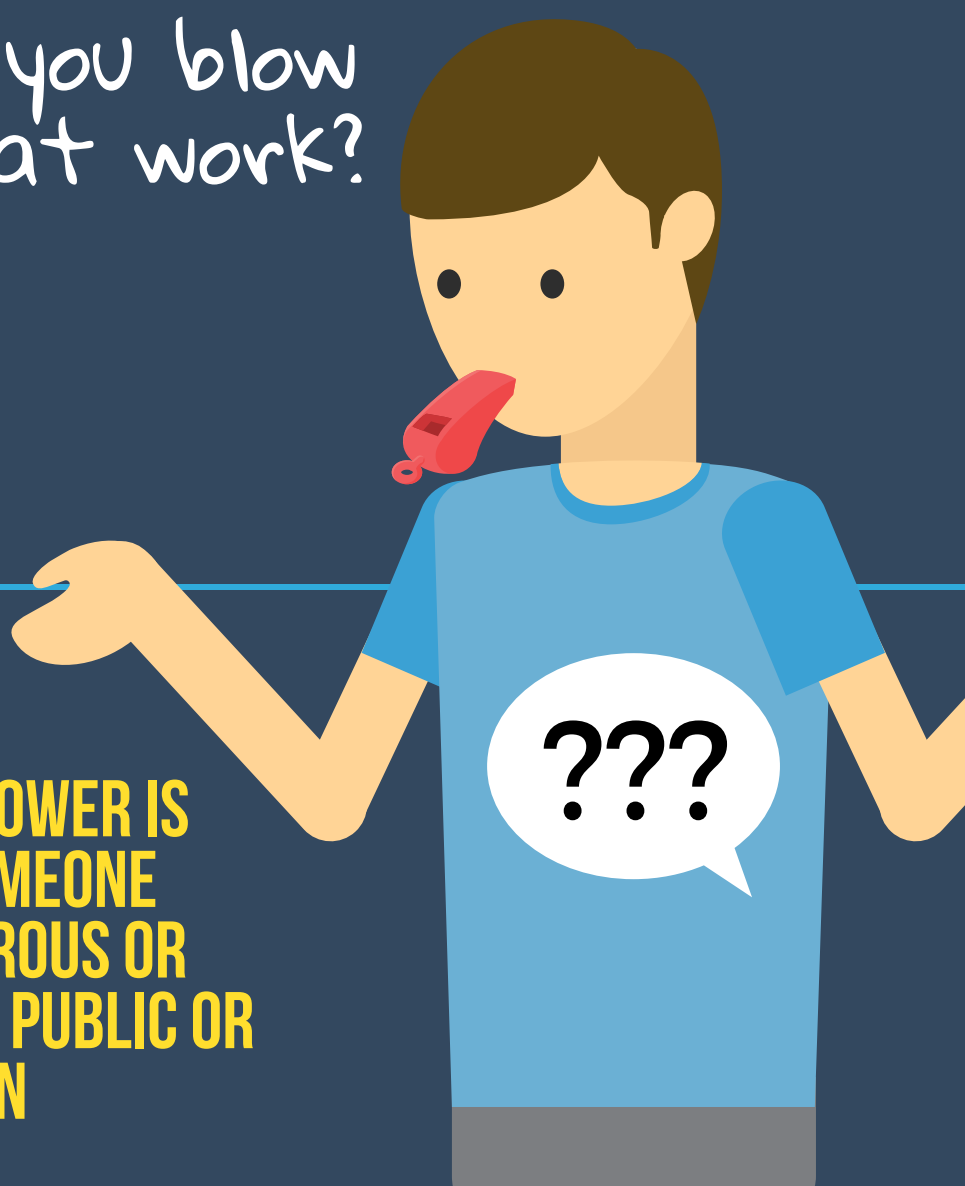
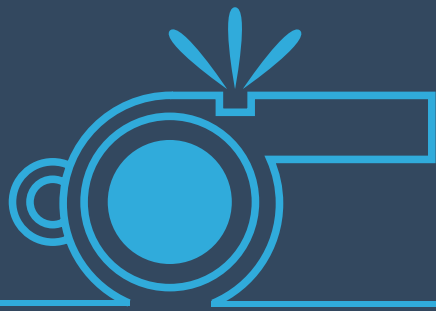


WHISTLEBLOWING

When should you blow the whistle at work?



THE TERM WHISTLEBLOWER IS USED TO DESCRIBE SOMEONE WHO EXPOSES DANGEROUS OR ILLEGAL ACTIVITY IN A PUBLIC OR PRIVATE ORGANISATION

WHY BLOW THE WHISTLE?

It's an incredibly valuable activity because it informs those who need to know about:

- 1 Health and safety risks**
- 2 Environmental problems**
- 3 Fraud**
- 4 Corruption**
- 5 Deficiencies in the care of vulnerable people**
- 6 Cover-ups**

Whistleblowing legislation to protect workers raising concerns was developed following a number of disasters and public scandals in the late 80s and early 90s. In these cases, workers had known of the dangers, but were too frightened to speak out in fear of losing their jobs or being victimised.

Therefore, whistleblowing is essential for four main reasons:

- 1 TO SAFEGUARD THE INTEGRITY OF ORGANISATION.**
- 2 TO SAFEGUARD EMPLOYEES.**
- 3 TO SAFEGUARD THE WIDER PUBLIC.**
- 4 PREVENT DAMAGE.**

Complaint or Blowing the Whistle?

SPOT THE DIFFERENCE



When someone blows the whistle, they are raising a concern about danger or illegality that affects others. This is very different from a complaint. When someone complains, they are saying that they have personally been poorly treated.

WHO TO TELL?

First things first, don't go all private detective on us. Remember that you may be mistaken, or that there may be an innocent or valid explanation. For this reason, for your disclosure to be protected by the law, you must make it to the right person and in the right way.



- 3 WAYS TO REPORT**
- TELL YOUR EMPLOYER
 - SPEAK TO A LAWYER
 - TELL A PRESCRIBED PERSON OR BODY

TAKEAWAY

Whistleblowing is a valuable activity which can positively influence all of our lives.

"Remember that one person of integrity can make a difference" (Elie Wiesel).

WHERE TO GET SUPPORT

Public Concern at Work is an independent organisation that can provide you free advice if you're not sure if you should raise a concern about workplace malpractice or how to raise your concern.