

WHISTLE BLOWING - PUBLIC INTEREST DISCLOSURE ACT 1998

- 1 OA encourages a culture of openness in which workers should feel free to raise any concerns about malpractice through the normal management structure.
- 2 The Public Interest Disclosure Act 1998 provides statutory protection for any worker who raises a concern about wrong doings provided that the worker has an 'honest and reasonable belief' that malpractice had taken place and is therefore judged to have acted in good faith. This is called a 'protected disclosure'.
- 3 No worker should suffer a detriment as a result of making a protected disclosure.
- 4 A protected disclosure could for example relate to:
 - 4.1 a criminal offence
 - 4.2 a miscarriage of justice
 - 4.3 danger to health and safety of an individual
 - 4.4 damage to the environment
 - 4.5 deliberate covering up of information tending to show any of the above five matters
- 5 Government guidance recommends that initially internal procedures should be used to raise a concern.
- 6 However there may be some situations in which the worker is unable to follow the internal procedure. In this case OA supports the worker's right to raise the concerns through an outside regulatory body.
- 7 If concerns about the organisation come to the notice of any member of OA they must inform the Chair or another trustee without delay.
- 8 Where the concerns are about a third party, OA would normally expect the worker to advise OA management of their intention to whistle-blow.

Category	Staff	Created	
Version		Updated	