



The image shows a slide with a white background and a blue gradient header. The title "History of Whistleblowing in the UK" is centered at the top in a dark blue, sans-serif font. Below the title is a bulleted list of five points, each preceded by a blue circular bullet. The text is in a black, sans-serif font.

History of Whistleblowing in the UK

- Prior to 1998 whistleblowers in the UK were not protected.
- Early to mid nineties interest in whistleblowing increased.
- Financial scandals, health and safety accidents.
- Each could have been prevented if employers were in the position to address concerns.
- Whistleblowers now recognised as essential to encourage reporting of corruption.

Public Interest Disclosure Act 1998 (PIDA)

- The Act protects workers from detrimental treatment and victimisation from the employer if :-
- disclosure is in the public interest,
- the disclosure is in respect of wrongdoing.

What the Act covers

- The Act covers the following behaviour:-
- criminal offence
- breach of obligation
- miscarriage of justice
- danger to the health and safety of an individual
- damage to the environment
- deliberate concealment of information tending to show any of the above.

Benefits of supporting whistleblowers

- Assists in the creation of an open, transparent and accountable culture within the work place.
- Limits the risk to an organisation's reputational damage.
- Early reporting of concerns can often result in issues being dealt with effectively and quickly.

Challenges to be overcome when addressing whistleblowing

- Strategic considerations:-
- Existence of an effective legal framework.
- OECD compendium on whistleblowing
- Transparency International Guidelines and Policy Position
- Leadership within organisations.
- Changing culture within an organisation.
- Effective policies and procedures which enable whistleblowers to come forward with confidence.
- Effective support mechanisms for whistleblowers.
- Effective and sustainable investigative capability.