

Whistleblowing

**PIDA**

The Public Interest Disclosure Act 1998 (PIDA) protects staff who report the wrongdoing of their colleagues.

You will generally be protected provided that you make a disclosure in good faith, reasonably believe that the information and any allegation contained in it are substantially true, and do not act for personal gain or malice. The Act applies to all staff including contractors and temporary workers, but not the genuinely self employed.

A disclosure will be protected if, in the reasonable belief of the individual making it, it tends to show that one or more of the following has occurred, is occurring or is likely to occur:

• a criminal offence

• a failure to comply with a legal obligation

• a miscarriage of justice

• the endangering of an individual’s health and safety

• damage to the environment

• deliberate concealment of information relating to any of the above.

A charity Public Concern at Work provides confidential and independent advice. They can be contacted at: whistle@pcaw.co.uk  [www.pcaw.co.uk](http://www.pcaw.co.uk).

# Key Messages to Staff

**Do**:

1. Consider the grounds for your concerns
2. Report the matter promptly if you feel your concerns are justified
3. Report the concerns through the appropriate channels
4. Feel assured that your concerns will be properly investigated

**Don’t**:

1. Do nothing
2. Try to investigate the matter yourself
3. Approach any individuals to which the concern relates directly
4. Convey suspicions to anyone other than through the correct channels