

## **The Protected Disclosures Act 2014**

This is a legislative framework for the protection of workers who are threatened with or suffer detriment at the hands of their employers for having made a disclosure in accordance with the provisions of the legislation.

The aim of this *Whistleblowing* legislation is to:

- Encourage workers to feel confident about raising concerns;
- Provide avenues to raise concerns and receive feedback on actions taken;
- Ensure that service users and clients are aware of how to raise concerns;
- Reassure workers and members that they will be protected from reprisals or penalisation for making a disclosure.

The Protected Disclosures Act is intended to cover concerns about any aspect of a Department/Office's activity, including the conduct of others acting on behalf of the Department/Office. Reporting under this policy may be about wrongdoing:

- That is happening now;
- Took place in the past;
- Is about to happen; and
- That relates to Ireland or another country or territory.

The legislation also sets out type of relative wrongdoings, who is covered by the policy, how to raise a concern under the internal disclosure procedure, confidentiality, anonymous allegations, right to representation, how the Department/Office will respond, the role of the Responsible Officer, how to raise a concern externally other than to an appropriate authority, untrue allegations, protection from less favourable treatment, penalisation and victimisation and complaints procedure.