

Amendments to Whistleblowing Policy – June 2014

The following table details the changes made to the Whistleblowing Policy following the review against the Public Concern at Work Whistleblowing Commission draft code of practice:

Paragraph	Amendments
2.4	Reference to 'reprisals and victimisation' replaced with 'detriment'.
2.5	The list of concerns that may fall under the scope of the policy has been expanded in accordance with the draft Code of Practice.
3.3	Reference to 'harassment or victimisation' replaced with 'detrimental treatment'.
3.4	New paragraph inserted defining detriment and providing some examples of what this may constitute.
3.5	Reference to 'harassment or victimisation' replaced with 'detriment'
3.6	New paragraph inserted advising staff on what to do if they feel that they have suffered detriment.
5.2	Replaced 'clearly false or malicious' with 'knowingly false or malicious'.
7.1	Replaced 'in good faith' with 'that you believe to be true'.
7.2	Replaced 'malicious or vexatious' with 'that you know to be false'
8.2	Updated job titles
9.9	Inserted 'where possible, an estimate of the length of any investigation will be provided'. Additional information as to the level of feedback to be provided to whistleblowers.
11.1	Updated the alternative contacts due to changes in telephone numbers and also to reflect those provided in the draft Code of Practice.
11.2	Amended 'you are encouraged to take further advice prior to reporting an issue...' to 'you should take further advice...'
11.3	Replaced 'make the disclosure in good faith' to 'believe the disclosure to be in the public interest'.