

WHISTLEBLOWING

*What do I need to know ...
and do?*

ANDY CARTER, DIRECTOR OF HR



Whistleblowing is the act of an employee, student, contractor or volunteer reporting perceived wrong-doing within an organization, particularly when it is in the **public interest**

It involves disclosing information about perceived illegal/criminal activities (fraud, theft), breaches of legal obligations/codes of conduct, or other harmful practices, potentially affecting the health, safety, and/or well-being of others

We should always try to resolve any queries/concerns in a *business as usual* way first

Stage 1

EARLY RESOLUTION

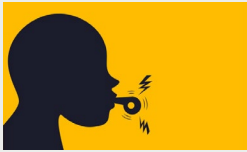
Straightforward issues to look into and explain findings (5 days)

Stage 2

INVESTIGATION

More complex matters requiring more time/energy (20 days)

INWO
(backstop)



Doctor and husband jailed after selling PPE stolen from NHS during

Covid pandemic

Examples of people blowing the whistle, or when perhaps they should have .. but were maybe afraid or unsure



Four jailed over 'outrageous' £6m NHS contract fraud



[Top from left] Alan Hush and Gavin Brown [Bottom from left] Gavin Cox and Adam Sharoudi were found guilty at the High Court in Glasgow

Social housing body settles case with 'fire risk' whistleblower

By Michael O'Farrell

ONE of Ireland's largest social housing providers has settled a case with a whistleblower who warned of a 'Grenfell-type fire risk' at an apartment complex built by Private Housing Development (PHD).

The development was subsequently referred to a third party. As reported by the Irish Mail on Sunday, the whistleblower was granted an emergency court order to prevent his dismissal for raising these concerns in 2019.

The matter was due for a full court hearing on Friday but a confidential settlement was reached in advance of that.

Asked about the settlement this weekend, a Cooperative Housing Ireland (CHI) spokesman, said the social housing provider had nothing further to add.

The Hailday Mills complex in Dundalk had been derelict since 2010 when South County Council moved residents out due to non-compliance with fire regulations.

But in January, CHI moved tenants back into the building's 15 apartments, against the advice of its own senior project manager who raised safety concerns.

In a series of guaranteed disclosure statements, the project manager alleged safety concerns at other CHI social housing developments in Kerry, Kildare, Galway, Cork and elsewhere.

CHI has previously said it has been told all of the various allegations by the whistleblower is a disinformation campaign.

Hailday Mills is fully compliant with planning regulations, building

'I was sacked for raising Grenfell-type safety fears at social housing flats complex'

'I resigned from the project in protest'

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Whistleblowers warn UK food industry heading for climate disaster

By Ian Quinn | 3 April 2025

Inside Track x Food claims the UK food industry has 'reached a moment of threat to food security like none other we have seen'

An explosive whistleblowing memo from an anonymous group of food industry executives has today warned the sector is heading for an economic disaster bigger than the pandemic, with companies' resilience planning based on "wishful thinking" and "false reassurances" to investors.



from 2011 The Guardian

'BRIBES' FOR BUS ROUTES

Bus Eireann informed PAC its inquiry into kickbacks found no evidence of corruption – but in a secret tape obtained by the MoS, a whistleblower tells a very different story



Facebook accused by whistle-blower over teen addicts

By Rhianon Williams

Millions more teenagers may be addicted to Facebook-owned Instagram than is currently understood, a former employee-turned-whistle-blower told a US congressional hearing into children's online safety.

Frances Haugen, a former product manager on Facebook's civic misinformation team, provided The Wall Street Journal with in-

likely that far more than five to six per cent of 14-year-olds are addicted to Instagram.

Many of the company's internal research reports indicated that Instagram – bought by Facebook Inc in 2012 – has "serious negative harm on a significant portion of teenagers and children", said Ms Haugen.

Facebook said that the private documents had been "mischaracterised and made the research public last

Famous Whistleblower Cases

- | | | | | |
|---|---|---|---------------------------------------|---------------------------|
| Edward Snowden and the NSA Surveillance Program | Karen Silkwood and the Nuclear Industry | Jeffrey Wigand and the Tobacco Industry | Chelsea Manning and the Iraq War Logs | Sherron Watkins and Enron |
|---|---|---|---------------------------------------|---------------------------|



Independent National Whistleblowing Officer (INWO)

the aim of the role is to make sure everyone delivering NHS services in Scotland is able to speak out to raise concerns, ultimately contributing to ensuring that the NHS in Scotland is as well run as possible

The INWO Standards

- Part of Scottish Public Services Ombudsman office, established 2021
- Whistleblowing procedures must be open, **focussed on improvement, impartial, supportive**, simple, timely, thorough & consistent
- People must be able to raise concerns, confident that they can do so in a protected & anonymous way, that will not cause them personal detriment

For NHS organisations | INWO

NHS Borders Obligations

Have a Whistleblowing **Champion** – Lynne Livesey (Non-Executive) and **Confidential Contacts** (Iris Bishop co-ordinates).

Main source of NHSB information :

www.nhsborders.scot.nhs.uk/corporate-information/whistleblowing/

Procedure to be followed (2 main stages) :

[NHSB-Raising-Whistleblowing-Concerns-Guide-for-Staff-2024-.pdf](https://www.nhsborders.scot.nhs.uk/media/1120757/NHSB-Raising-Whistleblowing-Concerns-Guide-for-Staff-2024-.pdf)

Flowchart :

<https://www.nhsborders.scot.nhs.uk/media/1120757/Whistleblowing-Flowchart-Sep25-.pdf>



How can you help?

For ALL staff – general awareness raising

<https://www.youtube.com/watch?v=peapzvBr8vU>

For Line Management – complete training modules

<https://learn.nes.nhs.scot/40284/national-whistleblowing-standards-training>