

## **Malpractice, are you concerned?**

If you are worried about a wrongdoing at work, the Public Interest Disclosure Act 1998 (PIDA) gives guidance to employees and workers for addressing these and other whistleblowing issues in a safe and constructive way. It encourages you to raise concerns when you first see them.

The PIDA will protect you if you raise a concern providing the disclosure meets certain requirements and is made in good faith. The PIDA states that Employees, who raise concerns, have the right to not be victimised or dismissed by their employer as a result of their disclosure.

### **Qualifying disclosure**

If you as an employee, have reasonable belief that a criminal offence, miscarriage of justice, fraud, corruption, threats to health & safety or any illegal activity has taken place, is taking place or is likely to take place, then you are able to whistleblow. These types of concerns will be classed as a qualifying disclosure.

### **Internal contacts for Whistleblowing**

You should feel comfortable to raise these types of concerns internally, without fear of victimisation or dismissal. If you cannot raise the concern with your line manager, please contact the person nominated to help in these situations, details of which will be found within your company's whistleblowing policy.

### **External contacts for Whistleblowing**

If you have raised your concerns internally but have not had a response or do not agree with the response that has been provided or if you feel unable to approach your line manager or anyone else within your organisation for whatever reason, you can contact the Care Quality Commission (CQC) on 03000 616161. We would advise that you contact the Whistleblowing Helpline to discuss taking your concern outside your organisation.

### **Advice**

If you would like some free, friendly and impartial advice on what is whistleblowing, PIDA protection or how best to raise your concerns then call the whistleblowing helpline on 08000 724 725 or visit the website [www.wbhelpline.org.uk](http://www.wbhelpline.org.uk)