

## Appendix F

### Whistle-blowing policy

#### **Nolan and Audit Commission recommendations (UK)**

In late 1997 the second Nolan Report was published which included its full recommendations on whistleblowing. The specific points were that an effective whistleblowing system should include:

- a clear statement that malpractice is taken seriously in the organisation and an indication of the sorts of matters regarded as malpractice
- respect for the confidentiality of staff raising concerns if they wish, and the opportunity to raise concerns outside the line management structure
- penalties for making false and malicious allegations
- an indication of the proper way in which concerns may be raised outside the organisation if necessary.

#### **Question 12 – WHISTLE-BLOWING POLICY England and Wales**

Is there a national whistle-blowing policy? **Yes**

**Following the introduction of The Public Interest Disclosure Act (1998), the NHS Executive issued guidance that stated that all Trusts should implement whistle blowing policies. There is evidence to suggest however, that many staff are not aware of these policies.**

**A whistle blowing charity called Public Concern at Work ([www.pcaaw.co.uk](http://www.pcaaw.co.uk)) have a legal helpline which is free of charge and available to people concerned about wrongdoing at work but who are not sure whether or how to raise the concern.**

#### **Question 12 – WHISTLE-BLOWING POLICY Greece**

Is there a national whistle-blowing policy? **YES**

Please could you provide the details:

There is a national whistle-blowing policy that facilitates the written and verbal communication to a Person or Organization, to expose and/or inform upon, alleged wrongdoing or discrimination or other type of adverse occurrence that violates a law, or a regulation, or a policy, or ethics.

Under existing rules, staff already has an obligation to report concerns about potential wrongdoing to their hierarchy or directly to OLAF. Among the improvements made through Reform is the provision that, if the Commission or OLAF have not taken appropriate action within a reasonable period, the 'whistleblower' can bring the complaint to the attention of the Presidents of either the Council or Parliament or Court of Auditors, or to the Ombudsman.