

WHISTLEBLOWING VS RAISING CONCERNS AT WORK

Although the terms are often used interchangeably, raising a concern and whistleblowing are not always the same.

Understanding the difference can help you identify your rights and the protections that may apply to you.

RAISING A CONCERN

A **workplace concern** is any **issue you raise with your employer** about something that **affects you, your colleagues, or your working environment**.

Examples include:

- Bullying or harassment
- Discrimination
- Poor management
- Unfair treatment
- Health and safety concerns affecting your team
- Problems with working conditions
- Breaches of internal policies

+ These concerns are **usually dealt with through your employer's grievance, complaints or HR procedures**.



WHISTLEBLOWING

Whistleblowing is when a **worker reports information** they reasonably believe is in the **public interest** because it relates to **serious wrongdoing**.

Under the **Public Interest Disclosure Act 1998 (PIDA)**, examples can include:

- Criminal offences
- Fraud or corruption
- Serious breaches of the law
- Miscarriages of justice
- Risks to health and safety
- Environmental damage
- Deliberate attempts to conceal wrongdoing

These **concerns** are **usually dealt with through your employer's grievance, complaints or HR**. A **disclosure** does **not** have to be **proven to be true**. What matters is that **you reasonably believed the information was true** and that reporting it was **in the public interest**.