



I BLOW THE WHISTLE

Whistleblowing for Health and Safety (HSE)

Business Advantages of Transparency

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As a safety steward or representative, you may see or hear about instances of poor safety practices or unsafe worker conduct. It is nearly often simple to resolve these issues by communicating with your supervisor or HSE (Health and Safety Executive). If this is not the case, you will need to use a different argumentative strategy. If something occurs, you must be ready for it. This information sheet may protect the Public Interest Disclosure Act (PIDA) whistleblowers concerned about workplace health and safety issues. Those concerned about the health and safety of their workers should keep the information provided here in mind. Hence, this article is writing that advocates that if any safety steward/representative or employee has any concerns about the health and safety of workmates, patients, students, the public, or other vulnerable people, it is important to get in touch with any nearest HSE. Therefore, this article aims to detail the whistleblowing information on matters of health and safety concerns amid providing a clear understanding of what health safety stewards, employees, or representatives should know before blowing the whistle.

Disclosing information about workplace misconduct is known as "blowing the whistle." It may be shared with a regulatory organisation, your employer, law enforcement, or the media, depending on the nature of the information. PIDA protects employees who disclose information in the public interest about a health and safety threat, failure to comply with a legal obligation, illegal behaviour, injustice, environmental harm, or an attempt to conceal any of these things. Under PIDA, employees who disclose any of this information are protected. However, this precaution is appropriate in just a few instances. If an employee is terminated or otherwise punished for revealing pertinent and dangerous work information, they may file a claim for wrongful termination. The information must be provided in lieu of an allegation without supporting important facts in the disclosure. It makes no difference whether the worry was first voiced or if it was confirmed to be correct. To show good faith, a safety

steward/representative or employee may be required to demonstrate that the health and safety of the worker or a third party was your major motivation.

Before blowing the whistle on public health and safety concerns, it is essential to acquire legal assistance. Complex law regulates public interest disclosure. Before disclosing any information or "blowing the whistle" on any issue, you must consult with the nearest relevant authority like the HSE. Hence, this is because the authorised body is often a reliable source of advice. Maintaining communication with the branch and region may aid the authorised body in successfully representing you or another member in case of retaliation from the finding. Because of this law, workers are strongly advised to adhere to their companies' established procedures. The HSE safety steward, representative, or branch offices may be able to determine if you meet this criterion by chatting before whistleblowing.

Another concern facing whistleblowing for HSE is the most effective way to express concerns: privately, publicly, or anonymously. The member may have grounds to fear reprisal in light of the recent approval of Fee for intervention (FFI), which makes employers that violate health and safety regulations accountable for HSE's associated expenditures. Due to the factors above, activists and members may feel compelled to express their concerns informally or covertly. However, where a worker raises a concern confidentially, they give their name only on the condition that it is not revealed without their consent. In contrast, when a worker raises a concern anonymously, they do not disclose their name). In light of the current circumstances, you should contact your local HSE offices for the best advice on what to do next. Hence, this indicates that the most effective way for workers to communicate their concerns is via HSE's expert representation. When a branch decides to raise a problem, it is substantially more difficult for management to retaliate against single workers.

Additionally, the safety representatives have the power to represent workers on problems affecting their health and safety and investigate near misses, accidents, and other possible risks and

hazardous events. They have the authority to represent certain employees in meetings with the HSE and other law enforcement authorities if you have been appointed to do so by the HSE or another agency.

When contacting a prescribed authority or notifying them of a concern, you must ensure that the disclosure is protected under PIDA. However, before reviewing this fact sheet and contacting your branch or area, the Occupational Safety and Health Administration strongly cautions against taking any action that might be seen as a public interest disclosure.

In conclusion, employees who blow the whistle greatly fear reprisal or being put on a "blacklist" and have urged that the HSE create an external anonymous reporting line. According to the Hazards Campaign, many workers with insecure contracts would rather not disclose their issues than do so. Most workers are in unstable positions and under enormous pressure to maintain their job, which may lead to burnout. Therefore, this would allow employees who fear losing their jobs or are unable to locate new ones to receive aid from the outside when they feel threatened. Numerous workers fear losing their jobs or being overlooked for future possibilities if they speak out against their employers. Through the whistleblowing programme, employees who are unclear whether to report an issue may phone an impartial counselling and information line. This service is 100% confidential. This material will be valuable for managers who are addressing whistleblower issues.