



Steps to a better whistleblowing policy

The Whistling While They Work report '*Clean as a whistle a five-step guide to better whistleblowing policy and practice in business and government*' found that whistleblowing processes – or systems for encouraging and protecting staff who speak up about wrongdoing – are vital to achieving integrity, good governance and freedom from corruption. They list five steps that can lead to better policy and practice. The first three steps listed below are important for organisations to consider and implement. The other two which are not listed are relevant to policy makers. The full report can be accessed at [Whistling While They Work](#) and is titled:

Brown, A J et al, Clean as a whistle: a five-step guide to better whistleblowing policy and practice in business and government. Key findings and actions of Whistling While They Work 2, Brisbane: Griffith University, August 2019

1. Recognising and assessing whistleblower disclosures.

The research confirms the importance of this stage. “Despite all the theory that whistleblowing is important and protected, large numbers of employees continue to suffer for reporting”.

2. Supporting and protecting whistleblowers.

“The fact that whistleblower suffering is not inevitable creates an obligation on organisations to make their best efforts to prevent detrimental outcomes”. Organisations should “develop a plan to support the reporter and other parties as soon as the report is made”.

3. Roles, responsibilities & oversight

Along with appropriate training there is need for the organisation to “develop a framework that meets internal and external reporting obligations...”

Dr Vince Hughes
CEO, Crime Stoppers WA / Safe2Say