

Public Concern at Work Charity

About Public Concern at Work

Public Concern at Work is a whistleblowing charity. Established in 1993, they have led a new approach to whistleblowing that - both at home and abroad - recognises the key role it can play in anticipating and avoiding serious risks that arise in and from the workplace.

Public Concern at Work have four strands to their work:

- offer free, confidential advice to people concerned about crime, danger or wrongdoing at work;
- help organisations to deliver and demonstrate good governance;
- inform public policy; and
- promote individual responsibility, organisational accountability and the public interest.

Support offered

Public Concern at Work offer a range of support packages for organisations that subscribe. These include a telephone helpline, training workshops, written briefings, bespoke consultancy and a compliance toolkit.

All their packages:

- meet UK best practice
- meet EU Data Protection requirements of the Article 29 working party
- are Sarbanes-Oxley compliant
- focus on giving your organisation the tools you need to help you manage risk responsibly
- are designed by expert lawyers but written in plain English
- are flexible and tailor made

n.b. - Public Concern at Work do not carry out investigations into whistleblowing allegations. However, they do advise the employee concerned about their rights and how to use the whistleblowing system.

Further information at: <http://www.pcaw.co.uk/>

Extract from Audit Commission Whistleblowing policy for employees

2.0 What should be reported under the Whistle-blowing policy?

2.1 Issues which you should report under this policy are those involving danger or illegality, which have a public interest element. This means that they could potentially involve harm to others, the misuse of public funds, or damage to the reputation of the Commission. Examples could include:

- dangerous practices at work that could cause death or injury to employees or the public,
- fraud, theft, extravagance or unnecessary waste by employees or contractors employed by the Commission,
- corruption in letting or managing contracts at the Commission, and
- offering, taking or inviting bribes.

2.2 This policy does not cover grievances, which are disputes between you and your employer about your own employment position, or difficulties in your working relationship with your manager. An example of a grievance could be that you have a dispute with your manager about your pay or expenses, which does not affect the public interest. You will need to use the Commission's Grievance Procedure [link provided in original document] to resolve these issues.

2.3 Some issues will have elements of both a grievance and a whistle-blowing concern. For example a cleaner at a hospital may have a grievance with their manager about an increase in their workload. An excessive work load affects the cleaner's employment position, but also has a public interest dimension. If the cleaner does not have time to do a thorough job, hospital hygiene will suffer, and patients will face an increased risk of infection. The Commission will consider each such case individually and decide on how we should treat it. If you are unsure whether your concern is a grievance or a whistle-blowing concern, contact the Public Concern at Work helpline for advice. If you are a member, you can talk to a representative of your recognised trade union.