

High stakes: protection for whistleblowing

Tuesday 12 and Wednesday 27 September 2017

Timings

09.30 Registration with tea and coffee

10.00 Introductions and Objectives

13.00 Lunch

13.45 Close

“Fantastic, really interactive...I got a lot out of it”

“Excellent mix of discussion and activities... great live examples”

“Very good examples of live cases, interactive and participative”

“I enjoyed the interactive exercises – applications help clarify understanding”

Participant feedback from recent HRLaw Training sessions

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Aim

To explain when disclosures at work are protected for being “in the public interest”; and the reasonable steps an employer is expected to take to prevent reprisals against people making protected disclosures.

Objectives

By the end of this three-hour course, participants will:

1. have reviewed the protection for whistleblowing at work in place since 25 June 2013;
2. be up to date with the latest developments in the case law relating to who may make a protected disclosure and how s/he should go about this;
3. be able to explain the practical implications of the Jhuti case for employers dealing with whistleblowing allegations;
4. be able to state with reference to a checklist the reasonable steps an employer should take to avoid liability for any reprisal against a worker making a protected disclosure; and
5. have gained insight into good practice when handling a whistleblowing complaint.

Course outline

Reminder of protection available

- who can bring a complaint? (extended definition applies)
- what can be a “qualifying disclosure”?
- how a disclosure becomes protected
- when disclosure can be made directly to external bodies or the press.

Issues that arise in practice

- what is “in the public interest”?
- can a worker still complain about their own terms and conditions?
- what “reasonable belief” does a worker have to have when making a disclosure?
- what does a decision maker have to know? (*Jhuti case*)

“Reasonable steps” defence

- what in practice is required for an employer to run this defence?
- checklist.

Handling whistleblowing complaints

- regulatory guidance
- whistleblowing champions in the financial services sector
- support for those affected.

Questions and Answers

The price per delegate is £250.00 plus VAT for one half-day session, including all refreshments and lunch.

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