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Under What Circumstances is it Right to 'Whistleblow'? s 21 January Under
What Circumstances is it Right to 'Whistle blow'?

When the term 'whistleblowing' is mentioned today, majority of the people relate to Edward Snowden, a former worker of America's CIA who made sensational claims that shook the world in 2013. This is after he leaked sensitive information about the secrets behind various surveillance programs that were being ran by the US Government on private information of various people worldwide including those of dignitaries and heads of states.

Therefore, according to most people, Snowden represents an ideal whistleblower in the present world. However, whistleblowing has been practiced for a very long time, and this is especially common in the corporate world which means it largely involves the employee/employer relationship in working places.

In the UK, the whistleblowing practice first came to light and consideration following the enactment of the Public Interest Disclosure Act (1998) that was meant to lay the basis of all disclosure cases including whistle blowing. Since then, there have been an increased liberty in the manner through which people have handled cases of unsatisfying or harsh conditions at public offices and places of work with statistics showing that this has led to an improved state of resources and employee management.

According to the Act, whistle blowing is classified as all forms of reports from workers on suspicion of wrongdoing at their respective places of work. These reports are meant to reveal this kind of information to other publics in what is referred to as making a disclosure for the sake of public interest.

According to the Act, a worker is required to whistle blow if faced with

various circumstances especially those that involve neglect of duties by an organisation or an individual in the place of work. These circumstances include; criminal offences being carried out at the place of work, when the organisation or an individual facilitates another person's exposure to danger or unsafeness, where environment is facing damage, unlawfulness at the place of work and someone covering up cases of wrongdoing.

A worker is supposed to report any form of criminal activity taking place in an organisation. A good example is seen in an organisation or an individual getting involved in activities such as theft, money laundering or drug business. A worker should also raise concerns if a company engages in practices that lead to degradation of the environment such as releasing untreated industrial waste into the environment. A worker can also raise a concern in cases where the safety of workers and other publics is placed at stake due to a company's involvement with poor conditions of work such as lack of provision of protective gear to workers in flower farms and other industries that emit harmful products at the workplace. Also, if a company or organisation engages in unlawful practices such as unsolicited deductions and salary cuts on its employees, workers are also encouraged to seek the necessary assistance from the respective bodies tasked with this kind of unlawful practice.

It is however important that whistleblowers take precaution when handling their cases. Whistleblowers should gather and get all their facts right before reporting whatever they have found to be a source of concern. This positions them better especially where evidence is required. Whistleblowers can also utilise other avenues such as reporting to prescribed bodies as provided by

the Department for Business, Innovation and Skills (2014). If the whistleblower is dismissed from their organisation on the basis of his actions, he has a right to seek protection by the law.

Whistleblowing is a necessary practice that enhances transparency in the public sector and also in working environments.

Bibliography

Department for Business, Innovation & Skills. (2014). Blowing the Whistle to a Prescribed Person. London: UK Government.