



# Protected Disclosures

## Quick guide to raising concerns of wrongdoing at work

### Your Rights

Every HSE staff member has the legal right to make a protected disclosure (also known as 'whistleblowing') under the Protected Disclosures Act 2014 (as amended) without fear of retaliation or unfair treatment.

### What is a protected disclosure?

A protected disclosure is a report made by a worker who believes that something wrong or illegal is happening, has happened, or is likely to happen in the HSE. The term 'protected' means that the person reporting the issue is legally protected from being treated unfairly because they spoke up.

Personal complaints, grievances, or disputes between workers are not covered by this Act. The HSE has other policies and procedures in place to deal with those situations.

### Who can make a protected disclosure?

Anyone who has a work-related connection with the HSE who learns about a wrongdoing can make a disclosure.

This includes:

- current and previous employees
- independent contractor
- trainee and agency staff
- section 38/39 agency worker
- shareholder
- member of the administrative, management or supervisory body of an undertaking including non-executive members
- volunteers
- people involved in recruitment or pre-contract discussions



## What is a relevant wrongdoing?

Under the Act, the following are considered wrongdoings:

- an offence has been, is being or is likely to be committed
- failure to comply with legal obligation
- miscarriage of justice
- risk to health and safety
- environmental harm
- misuse of funds
- oppressive, discriminatory, grossly negligent, gross mismanagement
- breach of EU Law
- hiding or destroying information about a wrongdoing

## How do I make a protected disclosure?

You can report a concern to the HSE National Office for Protected Disclosures. This office is responsible for handling reports under the HSE's Protected Disclosures Procedures.

You can contact them in the following ways:

- By email: [protected.disclosures@hse.ie](mailto:protected.disclosures@hse.ie)
- By post: National Office for Protected Disclosures, Dr Steevens' Hospital, Dublin, D08 W2A8
- By phone: +353 (0) 1 635 2202

To make a report, we recommend using the Protected Disclosure Form available at:

[www.hse.ie/protecteddisclosures](http://www.hse.ie/protecteddisclosures)

## Confidentiality/Protection of Identity

The HSE is committed to protecting your identity. We treat all information shared with us as private and confidential.

We want to build a workplace culture where everyone feels safe to speak up and knows their concerns will be taken seriously. By speaking up, you help improve accountability and integrity across the HSE.

## Need more information?

Visit: [www.hse.ie/protecteddisclosures](http://www.hse.ie/protecteddisclosures) for more details and support.



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