

Protected Disclosures and Whistleblowing

In-Company Half Day Workshop
delivered by Resolve Ireland

The Protected Disclosures (Amendment) Act 2022 introduced substantial changes to the Protected Disclosures Act 2014. The obligations on organisations for how they treat disclosures and those making disclosures have increased significantly under the amendments enacted.

Understanding the current provisions and obligations of the legislation is of key importance to all organisations.

Effective January 1st, 2023, there is now an obligation on all private sector organisations with 250 or more employees to establish internal reporting channels and procedures for employees to make protected disclosures. Effective December 17th, 2023, private sector employers with 50 or more will also need to comply with this requirement.

This half day programme is designed for those assigned the role of designated impartial person/confidential recipient, for HR teams and for Senior Management of any organisation.

Main Focus of Workshop:

- Overview of the protected disclosure legislation – 2014 to 2022 – key changes
- Role of the designated impartial person/confidential recipient
- Skills required for dealing with disclosure issues raised under this legislation
- Assessing and evaluating disclosures raised in line with the legislation
- Understanding the people element behind issues raised; interpretations and fact-based opinions
- Designing a Protected Disclosure policy in line with best practice and the current legislative obligations
- Bringing the disclosures to the next step

- Dealing with appeals
- Overview of case law: 2014 to date

Workshop outcomes:

On completion of the workshop, participants will:

- Understand the scope of the legislation in relation to Protected Disclosures
- Understand what constitutes and does not constitute a Protected Disclosure
- Know how to be a supportive designated impartial person/confidential recipient
- Understand how to effectively instigate and manage underlying investigations
- Have a greater appreciation of the importance of effective communication skills when dealing with disclosures
- Know how to explore alternative ways of resolving issues and concerns raised

Programme Facilitator:

The programme will be delivered by Miriam Maher, Managing Director with Resolve Ireland. Miriam has developed and led the provision of Resolve Ireland's confidential recipient disclosure services for client organizations since 2014. Her extensive practitioner HR experience informs the content of this workshop. Her experience of this area, along with examples from relevant case law, codes of practice and interactive group discussions ensures the programme is relevant, informative and of lasting value for the participants.

For further information, please contact Miriam Maher, Managing Director, Resolve Ireland miriam@resolveireland.ie.

All our programmes can be tailored in line with the organisation's specific requirements.