

Whistleblowing: briefing note for Registrants

What is whistleblowing?

'Whistleblowing' is when

- an employee
- a former employee
- a member of an organisation
- or a volunteer within an organisation

raises, in the public interest, a concern about wrongdoing.

There is a difference between raising a concern and whistleblowing. The law (Public Interest Disclosure Act 1998) sets the criteria that must be met for raising concerns to qualify as whistleblowing. If all the following criteria are met, the person who is blowing the whistle has legal protections to stop them suffering any disadvantage from the employer/organisation because of what they have done.

Criteria

- The person raising the concern must believe they are acting in the public interest. This means that a number of people stand to benefit if action is taken on the concern, and it is not solely for personal gain. Personal grievances and complaints do not usually fall under the definition of whistleblowing.
- The person raising the concern must believe that it shows past, present or likely future wrongdoing in one or more of the following categories:
 - that a criminal offence has been committed, is being committed or is likely to be committed. This may be within or outside the UK.
 - that a person has failed, is failing or is likely to fail to comply with a legal obligation.
 - that a miscarriage of justice has occurred, is occurring or is likely to occur.
 - that the health or safety of any individual has been, is being or is likely to be endangered.
- That the environment has been, is being or is likely to be damaged.
- That information showing one or more of these criteria has been, is being or is likely to be deliberately concealed.
- The person raising the concern must believe that the information they disclose is true.
- In raising the concern, the individual must not themselves be committing an offence.

Organisations that deal with whistleblowing concerns

The organisation where you work or volunteer will have its own Whistleblowing Policy. In addition, [The Public Interest Disclosure \(Prescribed Persons\) Order 2014](#) includes a Schedule with details of all the officials and organisations that have authority to deal with whistleblowing concerns, including all the UK statutory healthcare regulators. Because the Complementary and Natural Healthcare Council (CNHC) is a voluntary, not a statutory regulator, we cannot accept whistleblowing concerns from or about our registrants.