

Public Interest Disclosure (Whistleblowing) Flowchart

Employee makes the disclosure to the designated person

Initial consideration
to determine this is
the relevant
procedure

The designated
person may refer
the matter to an
appropriate
external body, or
determine the
matter be
considered under a
different University
policy

If there are grounds for proceeding under this procedure, a meeting
will be arranged between the designated person (or their designate)
and the employee to discuss their concern

The designated person
may refer the disclosure
to a PID advisory panel to
provide advice

The designated person will consider the information available to
them, and decide on the form and scope of any investigation to be
undertaken (taking account of the PID Advisory Panel advice, where
one has been convened)

Following the investigation, a written report of findings will be
submitted to the designated person. The outcome of the
investigation and recommendations may be referred to the PID
Advisory Panel

The designated person will inform the employee in writing of what
action, if any, is to be taken

If no action is taken or if the employee is unsatisfied with the actions
proposed to be taken, the employee may (within 14 days of receipt
of the notification from the designated person) submit a written
request to the Chair of the Audit and Risk Committee (if the issue
falls within the purview of that Committee) or the Chair of Council
that the decision be reviewed

All concerns raised will be treated as confidential
The employee will not suffer detriment if a concern is raised