

## Whistleblowing Legal Protection Statement

It is important that Whistleblowing concerns are raised when required and if you do so you will not be treated unfairly or lose your job because you reported the problem.

Whistleblowers have legal protection from this type of treatment from day one of their employment.

The Public Interest Disclosure Act 1998, shortened to PIDA, is the law that protects whistleblowers from victimisation, discrimination or unfair dismissal which occur as a direct result from raising a whistleblowing concern.

The legislation was made to help prevent malpractice or things going wrong in the first place by encouraging an atmosphere of openness and transparency

Anyone who provides services for the NHS in Scotland can report a problem in their workplace. This includes:

- employees, including former employees
- agency workers and others on short term contracts such as locums and bank staff
- contractors including third sector service providers
- trainees and students
- volunteers
- non-executive directors
- anyone working alongside NHS staff such as those in health and social care partnerships.

If you have made a protected disclosure and you are treated negatively in any way for doing so, then this is a breach of your legal rights under PIDA. You may be able exercise your rights under the legislation to bring a claim for compensation at Employment Tribunal.

For more information please visit [Legal protection for those raising concerns | INWO \(spsso.org.uk\)](https://www.spsso.org.uk/legal-protection-for-those-raising-concerns/)

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| Date  | 20.06.22                                                                                   |