

WHISTLEBLOWER LAWS AND YOUR WORKPLACE

IS YOUR BUSINESS READY TO MANAGE A WHISTLEBLOWER COMPLAINT?



The recent changes to the whistleblower laws mean that employees are more empowered than ever before to bring forward whistleblowing complaints and take a stand against corporate misbehaviour. Employers, directors and managers can be held liable for any detrimental or victimising conduct against a whistleblower, and significant criminal and civil penalties can apply.

It is crucial that employers ensure they are compliant with the new whistleblower laws, and to do so employers should conduct detailed training so that managers are properly equipped to respond to any whistleblower complaint and minimise exposure to legal action.

It has recently been reported that a former ANZ whistleblower is suing the ANZ Bank for punishing him for making complaints about the alleged manipulation of interest rates. It has also been reported that Macquarie University Hospital's decision to order an external investigation to flush out the source of a leaked surgical list which raised concerns about alleged inappropriate surgery could fall foul of whistleblower laws. Given the recent changes to whistleblower legislation in Australia, whistleblowers are more protected than ever and employers must ensure they understand and comply with their legal obligations in this area.

As one of Australia's pre-eminent specialist workplace relations law firms, we believe we can offer unique guidance and insights in relation to the new whistleblower laws as they impact the workplace, so as to assist employers to minimise potential liability.

OBJECTIVES:

- To provide an understanding of the impact of the new whistleblower laws on workplaces in Australia;
- To provide an understanding of who can make a whistleblower complaint, and how they must do so to qualify for whistleblower protection;
- To provide guidance on who can be held liable for unlawful detrimental and victimising conduct under the *Corporations Act 2001* (Cth); and
- To ensure managers and employees understand their obligations and duties in managing whistleblower complaints.

COST:

- We are offering to run our 1 ½ hour program to employers at a rate of \$2,000 per session (exclusive of GST).
- The content of each session can be tailored to meet the needs of your business.

SESSION CONTENT AND OUTLINE:

- The purpose of whistleblowing legislation.
- What is a Protected Disclosure.
- What is **not** a Protected Disclosure.
- Public interest and emergency disclosures.
- Corporate and personal liability for detrimental or victimising conduct.
- Compensation and remedies for breach of the whistleblowing legislation.
- Practical examples.
- Practical steps your organisation can take to manage whistleblowing disclosures.
- Questions / Discussion.

To take advantage of this offer, please contact one of our Harmers Team as follows:

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