

We the undersigned support Protect’s amendment to create a new legal duty for all employers to investigate whistleblowing concerns, and for all major employers to establish internal channels and procedures for reporting and managing whistleblowing reports.

The duty would require all employers to take reasonable steps to investigate whistleblowing disclosures. Whereas the requirement to establish internal reporting channels and procedures would only affect major employers with the resources to handle this, such as those with 50+ employees or an annual business turnover of £10 million plus, ensuring small businesses are not burdened.

Whistleblowers are the ears and eyes of any well-run organisation and crucial for rooting out fraud and corruption. A 2024 report by the Association of Certified Fraud Examiners found that 43% of fraud cases were uncovered by tips, over half of which were made by employees. This was nearly three times as many cases as the next most common detection method. Yet UK law does not require employers to investigate concerns. In 2024, 40% of callers to Protect’s Advice Line reported being ignored, their concerns disappearing into a black hole.

Whistleblowing has been the common thread linking the recent public inquiries into Infected Blood, Grenfell and the Post Office Scandal. In each case, whistleblowers were ignored and devastating consequences ensued. Protect’s recent Cost of Whistleblowing Failures report found that ignoring whistleblowers in cases like Carillion, Lucy Letby and the Post Office cost the public purse £426,338,460.

As the UK’s leading anti-corruption organisations, we support the call for a new legal duty for all employers to investigate whistleblowing concerns and for all major employers to establish whistleblowing procedures. The EU, Japan and the United Arab Emirates enforce whistleblowing systems, and Britain must follow suit.

This Government pledges to make a historic impact on employment rights. It is time they heeded the demands to bring forth this legal duty, which will be good for workers, good for business and good for growth.

Yours sincerely,

The UK Anti-Corruption Coalition, Whistleblowing International Network, Transparency International UK, Spotlight on Corruption, Parrhesia, Professor Robert Barrington of the Centre for the Study of Corruption in the University of Sussex and Protect.

