

An employee who discloses improprieties in a company must remain anonymous

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It is absolutely necessary to regulate the issue connected with the whistleblowing scheme (i.e. an internal system for informing about improprieties in a company). We mean cases when an employee, in the public interest, discloses illegal and unethical activities (e.g. misappropriation of funds, corruption, swaying procurements) which have negative influence on organizing economic life, the condition and reputation of a company – thinks PKPP Lewiatan.

"We have to implement transparent and detailed solutions in order to prevent abuse, especially as social approval of this form of prevention is little and is connected with different moral and social dilemmas.

In order to encourage employees to reveal improprieties which take place at work, it is essential to provide the informer with proper protection, as well as establish safe procedures for disclosing information gathered by the person.

The regulations we have at the moment are unsatisfactory. According to Article 25 of the Personal Data Protection Act, when we collect information not from the person in question, the employer is obliged to inform the person in question among others about the source of information, the aim and scope of collecting information, recipients and categories of information.

In case of the whistleblowing system, naming the source of information contradicts the basic principle of uncovering illegal and unethical actions, which consists in providing the exposé with complete anonymity. Confidentiality is an absolute must in order for the employee who knows about any improprieties to want to disclose the information voluntarily and not to be afraid of any negative consequences of the decision in work environment" – said Grażyna Spytek-Bandurska, Ph.D., deputy director of the Department of Social Dialogue and Labour Relations at PKPP Lewiatan.

Polish Confederation of Private Employers Lewiatan (PKPP Lewiatan)