

The Health and Care Professions Council (HCPC) offers the following advice to its registrants:

What is whistleblowing?

Whistleblowing is where a worker (an employee, former employee, trainee, agency worker or member of an organisation) reports a wrongdoing in the public interest.

Public interest means the wrongdoing must affect other people, for example the general public. The concern may relate to something which has happened, is happening, or could happen in the future.

What protection is in place for whistleblowers?

The Public Interest Disclosure Act 1998 protects workers who report wrongdoings, providing it is disclosed to a prescribed person, and:

- it is about a criminal offence, e.g. fraud;
- someone's health and safety is in danger;
- there is risk or actual damage to the environment;
- a miscarriage of justice is involved;
- the company is breaking the law; or
- the worker believes someone is covering up a wrongdoing.'

HCPC registrants are invited to report concerns to the HCPC under its policy.

The RCT advises all registrants to follow their own employer's procedures for raising concerns in the first instance, ensuring that all steps in local policies are followed.

The RCT wishes to provide its registrants with sources of further help, guidance and support, and recommends the services of 'Protect' (formerly Public Concern at Work). You can find out more about raising concerns, and the support and advice available to you if you do, through their [website](#).

Registrants employed in the NHS in England should have a Freedom to Speak Up Guardian in their employing Trust, who can provide local support and advice, as well as training. You can check who is your FTSU Guardian [here](#).