



## The Protected Disclosures Act 2000 encourages people to report serious wrongdoing in their workplace by providing protection if they 'blow the whistle'.

If an employee is concerned that someone in their workplace is breaking the law, committing fraud or posing a serious threat to public safety, they can make a protected disclosure.

New Zealand was one of the first countries in the world to introduce legislation to protect people for speaking up in the public interest. The Act applies to both the public and private sectors.

However, after 18 years of operation, we now have a better understanding of what works and what doesn't. People have told us that they don't always know when to use the Act and can find it difficult to navigate.

We're reviewing the Act to see what improvements could be made to create a more user-friendly and effective process for speaking up in New Zealand.

We're proposing five options for change and want your feedback on what could work best.

## Changes to the Protected Disclosures Act aim to create an environment where people:

- help uncover wrongdoing
- know who to report their concerns to
- receive wrap-around support
- are confident their concerns will be acted on
- feel protected.

## What are the options for change?

These options build on one another so that the proposals under option 1 carry through to option 5.

### NO LAW CHANGE

**Raise awareness** – reinforce the current legislation by providing guidance, support and training to the public, private and not-for-profit sectors.

### OPTION 1

**Build strong foundations** – clarify the areas of confusion in the current Act and support organisations to have good processes in place through a combination of guidance, training and legislative change.

### OPTION 2

**Allow people to report concerns to an appropriate authority at any time** – In addition to option 1, we could make it easier for people to report to an appropriate authority.

### OPTION 3

**Establish stronger oversight** – in addition to options 1 and 2, we could create a single port of call for advice on when and how to use the Act.

### OPTION 4

**Monitor the public sector** – in addition to options 1,2 and 3, we could introduce new reporting obligations for public sector organisations to promote transparency and good practice.

### OPTION 5

**Monitor all organisations** – in addition to options 1, 2, 3 and 4, we could introduce new reporting obligations for all organisations across the public, private and not-for-profit sectors.

## HOW CAN I HAVE MY SAY?



### CONSULTATION PERIOD

Monday 29 October  
to Friday 7 December 2018.



### MAKE A SUBMISSION

Go online to  
[www.havemysay.govt.nz](http://www.havemysay.govt.nz)  
to read more about  
the proposals and make  
your submission.



### EMAIL

Got a question? Email us at  
[info@HaveMySay.govt.nz](mailto:info@HaveMySay.govt.nz).

You can also email  
your submission to  
[submissions@HaveMySay.govt.nz](mailto:submissions@HaveMySay.govt.nz).



### MORE INFORMATION

Check out the [summary](#) of our  
targeted consultation earlier  
this year