

**SECTION HR 29**

**AMAHLATHI**  
**MUNICIPALITY**

**POLICY**

**ON**

**WHISTLE-**  
**BLOWING**

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## **SECTION HR 29**

### **POLICY ON WHISTLE-BLOWING**

#### **1. Policy on Whistle-Blowing**

**And whereas:**

- a) The Protected Disclosures Act, 2000, provides procedures and offers protection to employees who may wish to disclose information relating to an offence or a malpractice in the workplace by his or her employer or fellow employees;
- b) The aforesaid Act provides for the protection of an employee who makes a disclosure in accordance with the procedures provided for by the Act, against any reprisals as a result of such a disclosure.

The Council adopts the following policy guidelines:

- i) By remaining silent about corruption, offences and other malpractices taking place in the workplace, an employee necessarily contributes to, and becomes part of, a culture of fostering such improprieties which will undermine hi/her own career as well as be detrimental to the legitimate interests of the South African society in general.
- ii) That the Council, as the employer, has a responsibility to disclose and eradicate any criminal and other irregular conduct in the workplace.
- iii) That an employee has, likewise, a responsibility to disclose and eradicate any criminal and other irregular conduct in the workplace.
- iv) That the Council, as the employer, will take all possible and reasonable steps to create an environment in which every employee may, without fear, disclose information of criminal and other irregular conduct in the workplace and ensure that employees who disclose such information are protected from reprisals as a result of such a disclosure.
- v) That no employee will be victimised or penalised on account of having made a disclosure in accordance with any one of the procedures provided for by the Act.
- vi) That no employee will be subjected to any disciplinary action, dismissal, suspension, demotion, harassment or

intimidation or any act constituting an occupational detriment as defined in the Act on the grounds of making a protected disclosure, provided such disclosure is made in good faith and the employee, when making such disclosure, reasonably believes that the information disclosed is true.

- vii) The Council, as employer, will lay down certain procedures in terms of which disclosures must be made and which may include procedures for the making of disclosures to persons other than the Council.