

Protected Disclosures Act 2014 (as amended)

The Protected Disclosures Act 2014 came into effect on 15 July 2014 and was amended by the Protected Disclosures (Amendment) Act 2022.

This Act provides a framework within which workers can raise concerns regarding potential wrongdoing that has come to their attention in the workplace in the knowledge that they can avail of significant and other protections if they are penalised by their employer or suffer any detriment for doing so.

Cork ETB has put in place a policy, which in tandem with the legislation, will encourage workers to report potential wrongdoing in the knowledge that their concerns will be taken seriously and investigated, where appropriate, and that their confidentiality will be respected.

The policy highlights that it is always appropriate to raise concerns when they are based on a reasonable belief, irrespective of whether any wrongdoing is in fact subsequently identified. The policy also provides workers with guidance on how to raise concerns

This policy applies to all Cork ETB workers including contractors, consultants, agency staff, former employees and interns/trainees.

In accordance with the provisions of the Protected Disclosures Act 2014 as amended, Cork ETB has established internal reporting channels and procedures and has appointed Clare Creedon, Assistant Principal Officer as the designated person to receive protected disclosures. The designated person can be contacted by email at protecteddisclosures@corketb.ie or by post at Cork ETB, 21 Lavitt's Quay, Cork. In accordance with the Act, Cork ETB has made a report to the Minister on the number of reports made in 2023.

Protected Disclosures Annual Report 2023

Annual report of Cork ETB as required by Section 22 of the Protected Disclosures Act 2014.

In 2023, two protected disclosures were received by Cork ETB. A further anonymous complaint was also referred for review under the Protected Disclosures policy.

After due consideration, it was concluded that one of these disclosures was not considered to be a “protected disclosure” under the meaning of the Act. It was determined that the second disclosure had two elements, one of which not considered to be a “protected disclosure” under the meaning of the Act and one which would be more appropriately with dealt with through other procedures to which the individual was referred. Both disclosures were closed without any further action necessary. The third disclosure remains under assessment. This is in accordance with the terms of Cork ETB’s Policy on the making of Protected Disclosures.