



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

Protected Disclosures Policy



1. Introduction

The [Protected Disclosures Act 2014](#) came into effect on 15 July 2014.

[Statutory Instrument 339 of 2014](#) prescribes certain persons to act as recipients of protected disclosures.

The Chief Executive Officer of the Health and Social Care Professionals Council (“the CEO”) has been prescribed to receive protected disclosures in relation to:

“All matters relating to the protection of the public by the promotion of high standards of professional conduct, education, training and competence through the registration of health and social care professionals, as provided for by the Health and Social Care Professionals Act 2005 (No. 27 of 2005).”

A worker from outside of CORU may therefore make a protected disclosure to the CEO if the worker reasonably believes that the relevant wrongdoing falls within the description of matters set out above. The worker must believe that the information disclosed, and any allegation contained in it, are substantially true.

2. What is a Protected Disclosure?

For these purposes, a protected disclosure is one which meets **all** of the following criteria:

- it is made by a “worker”;
- in the reasonable belief of the worker, it tends to show one or more “relevant wrongdoings” and that the information disclosed, and any allegation contained in it, are substantially true.;
- it consists of information which came to the worker’s attention in connection with his or her employment;
- it is made to the CEO of the Health and Social Care Professionals Council, and
- it relates to a matter relating to the protection of the public by the promotion of high standards of professional conduct, education, training and competence through the registration of health and social care professionals, as provided for by the Health and Social Care Professionals Act 2005, in the manner specified by the Protected Disclosures Act 2014.



3. Relevant Wrongdoings

The Protected Disclosures Act 2014 contains the following list of “relevant wrongdoings”:

- (a) That an offence has been, is being or is likely to be committed;
- (b) That a person has failed, is failing or is likely to fail to comply with any legal obligation, other than one arising under the worker’s contract of employment or other contract whereby the worker undertakes to do or perform personally any work or services;
- (c) That a miscarriage of justice has occurred, is occurring or is likely to occur;
- (d) That the health and safety of any individual has been, is being or is likely to be endangered;
- (e) That the environment has been, is being or is likely to be damaged;
- (f) That an unlawful or otherwise improper use of funds or resources of a public body, or of other public money, has occurred, is occurring or is likely to occur;
- (g) That an act or omission by or on behalf of a public body is oppressive, discriminatory or grossly negligent or constitutes gross mismanagement;
or
- (h) That information tending to show any matter falling within any of the preceding paragraphs (a) to (g) has been, is being or is likely to be concealed or destroyed.



4. How is a disclosure made to the CEO?

If you wish to make a protected disclosure to the CEO, please send it to the following address:

**The Chief Executive Officer
CORU
Joyce House
8-11 Lombard Street
Dublin 2.**

5. Confidentiality

Generally, CORU is required to take all reasonable steps to protect your identity if you make a protected disclosure.

However, a number of exceptions arise and CORU cannot guarantee that your identity will be protected in all situations.

For example, if you make a Fitness to Practise complaint against a registrant, CORU is obliged by law to provide the registrant with a copy of your complaint.

Other situations can arise where disclosure of your identity will be necessary for the effective investigation of the wrongdoing concerned, or where it is otherwise necessary in the public interest.

In addition, there are a number of other laws and guidelines which place obligations on CORU to report certain matters to the relevant authorities.

6. Anonymous Disclosures

Anonymous disclosures received by the CEO will be dealt with according to the relevant procedure which CORU ordinarily follows in relation to complaints or information of that nature.

Making an anonymous disclosure makes it significantly more difficult for CORU to properly and effectively address the matter you have raised. It is not therefore recommended that you make an anonymous disclosure.