

The importance of whistle-blowing protection

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What is whistle-blowing?

Whistle-blowing is a conscious act of a person or a group of persons that involves a high degree of risk. Normally, it is a situation in which an employee becomes aware of unethical behaviour or illegal activity within the organisation and decides to report it.

Who is a whistle-blower?

A whistle-blower can be an employee or any stakeholder such as a service provider and/or community member that is aware of an unlawful activity happening in or outside the organisation. It is a well-known fact that whistle-blowing is one of the most effective ways to detect and prevent corruption and other incidences of malpractice within the organisation.

Often employees are aware of the misconduct and fraud within the organisation but are afraid to report it for fear of victimisation. However, with a positive culture and transparency, this can be reduced. To protect the employee or whoever blows the whistle from victimisation, SENTECH developed a detailed whistle-blowing policy that provides the employees (both management and staff) with protection in terms of the Protection Disclosure Act if employees make disclosures regarding unlawful or irregular conduct. In addition, there is a Fraud Prevention Plan in place to ensure that there are adequate measures in place to address the risk of fraud and corruption within the organisation.

The whistle-blowing policy encourages:

- A culture of consequence-management – this is evident when a fraud case is reported and investigated, and the perpetrator is disciplined or dismissed from the organisation
- Confidentiality. The whistle-blower's identity is kept confidential to ensure there is no victimisation taking place

All cases reported on our ethics line are investigated.

The benefits of whistle-blowing in the organisation:

- Combat fraud
- Avoid reputational damage
- Prevent issues from escalating
- Minimise losses and save the public funds
- Raise awareness
- Create an open culture

Do the right thing

It is the role of all employees/stakeholders that we ensure that the principle of **ZERO TOLERANCE** in fraud and corruption is maintained.

Employees are encouraged to report any unlawful activities using any of the options below:

Telephone: 0800 213 144 (toll-free from a landline)

Email: Sentech@ethics-line.com

SMS: 32840 at a cost of R1.



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