



**Health
Information
and Quality
Authority**

An tÚdarás Um Fhaisnéis
agus Cáilíocht Sláinte



FAQ

**PROTECTED
DISCLOSURES ACT
2014, as amended**

The purpose of this document is to answer some of the most frequent questions persons or workers may have about making a protected disclosure to HIQA's external channel and procedure. If you wish to make a protected disclosure via our external channel and procedure we encourage you to read the accompanying procedure in full, which provides additional information you will need in more detail.

HIQA can be contacted on all matters relating to the standards of safety and quality of health and social care services in the public and voluntary health care sectors, and social care services in the private health care sector, as provided for by the Health Act 2007 (No. 23 of 2007).

What legislation is in place?

The following two Acts provide that HIQA may receive protected disclosures in certain circumstances:

1. The Protected Disclosures Act 2014, as amended (the 2014 Act)
2. The Health Act 2004 (as amended by the Health Act 2007) (the 2004 Act)

Under these Acts, various persons within HIQA may receive protected disclosures. The CEO of HIQA is a prescribed person of protected disclosures under the 2014 Act. Whereas, the 2004 Act provides that protected disclosures may be received by the Chief Inspector, an authorised person¹ or HIQA as a scheduled body.

The Acts provide certain protections to workers in the public, private and not-for-profit sectors from penalisation by their employer if they speak up about wrongdoing in the workplace.² This means that people who report wrongdoing in the workplace should not suffer penalisation, be treated unfairly, or lose their job because they have made a protected disclosure. There are legal protections against penalisation for reporting persons in Ireland.³

¹ Appointed by HIQA in accordance with section 70 of the Health Act 2007 (as amended)

² Department of Public Expenditure and Reform (DEPR), Protected Disclosures Act: Information for Citizens and Public Bodies, Dublin: DEPR; (2022). Available online from: <https://www.gov.ie/en/publication/e20b61-protected-disclosures-act-guidance-for-public-bodies/#:~:text=The%20Protected%20Disclosures%20Act%202014,about%20wrongdoing%20in%20the%20workplace.>

³ Department of Public Expenditure and Reform (DEPR), Protected Disclosures Act: Information for employers, Dublin: DEPR; (2022). Available online from: <https://assets.gov.ie/236871/97c7a68a-71a0-4212-aa79-5fe630fd5d12.pdf>

What is a protected disclosure?

A protected disclosure is defined in the Protected Disclosure Act 2014 (as amended) as a disclosure of **information** which, in the **reasonable belief** of a worker, tends to show one or more **relevant wrongdoings** which came to the attention of the worker in a **work-related context**.⁴ A protected disclosure may be about a relevant wrongdoing that is either happening now, took place in the past or is about to happen. A worker does not need to be certain about the facts in their disclosure.

This can also be referred to as “Whistleblowing”.

A protected disclosure is not defined under the 2004 Act. In certain circumstances, a disclosure made to certain organisations and persons about the standards of safety or quality of health and social services will qualify as a protected disclosure. The Health Act specifies a number of organisations and individuals to which a protected disclosure can be made.⁵

The organisations or individuals to which you should report your concern depends on:

- Whether you are a health service employee or a member of the public and
- The organisation or individual about which you are making the disclosure.

Do I make a disclosure under the 2014 Act or Health Act 2004?

If you meet the conditions for making a protected disclosure under the 2014 Act you should do so using the External Channel & Procedure in order to gain the protections of that Act. The 2014 Act is prescriptive about how the recipient of your disclosure must handle the information you provide as part of your disclosure and the measures that they must take to protect your identity. The 2014 Act also provides for additional protections for you that are not available under the 2004 Act such as applying to the Circuit Court for interim relief if you suffer penalisation. Your motivation for making a protected disclosure is not relevant under the 2014 Act whereas in most cases under the 2004 Act you are required to make your disclosure in “good faith”.

If you do not meet the conditions for making a protected disclosures under the 2014 Act you should consider if you meet the conditions for making a disclosure to HIQA or the Chief Inspector under the 2004 Act. The table at the end of this FAQ will assist you.

⁴ Protected Disclosures Act 2014.

⁵ The Health Act 2004 (as amended by the Health Act 2007).

Who can make a protected disclosure?

The protections of the 2014 Act apply to all “workers” including:

- Employees
- Agency workers
- Contractors
- Trainees
- Volunteers
- Board members
- Shareholders
- Job applicants.³

Further information about how to make a protected disclosure is available from [Citizen's Information](#).

What wrongdoings can be reported?

- Criminal offences
- Failure to comply with a legal obligation (other than a workers contract of employment)
- Miscarriage of justice
- Endangerment of health and safety
- Damage to the environment
- Unlawful or improper use of public funds
- Oppressive, discriminatory or negligent behaviour by a public body
- Breaches of EU law
- Concealing or destroying evidence of wrongdoing.³

How can wrongdoings be reported?

In order to gain the protections of the 2014 Act workers must report wrongdoings (make a disclosure) in the manner set out in the 2014 Act. Under the 2014 Act wrongdoings can be reported to:

- the worker's employer (internal channel)
- a prescribed person or the Protected Disclosures Commissioner (external channel) or
- publically, as a last resort and subject to more stringent conditions, or
- A relevant Minister if the worker is employed by a public body subject to more stringent conditions.

Higher standards apply when the protected disclosure is made externally rather than internally.

If a worker decides to make a protected disclosure to a prescribed person rather than their employer, they must make sure you have chosen the correct person for the wrongdoing they wish to report.²

Further information on reporting wrongdoings through public disclosure can be found on the [Citizen's Information](#) website.

What is a prescribed person?

Prescribed persons are designated to receive external disclosures by order of the Minister for Public expenditure and Reform.⁶ They are usually the Heads of public bodies that have responsibility for the supervision or regulation of a particular sector. A list of prescribed persons can be found on www.gov.ie. The Health information and Quality Authority is an example of prescribed person.

Who is responsible for protected disclosures made via the external channel and procedure in HIQA?

The CEO of HIQA is the prescribed person under S.I. No. 367/2020 - [Protected Disclosures Act 2014 \(Disclosure to Prescribed Persons\) Order 2020](#). The Regional Manager of the Information Management Unit has been delegated responsibility as the designated person under the 2014 Act.

How can I report wrongdoing to HIQA?

The worker can send the information via email to protecteddisclosures@hiqa.ie or by phoning 01 814 7635 or by post: Regional Manager, Information Management Unit, Health Information and Quality Authority, George's Court, George's Lane, Smithfield, Dublin 7, D07 E98Y.

Please refer to HIQA's Protected Disclosure (<https://www.hiqa.ie/get-touch/protected-disclosures>) - procedure document for reporting a protected disclosure.

⁶ Department of Public Expenditure and Reform (DEPR), Protected Disclosures Act Key messages for prescribed persons, Dublin: DEPR; (2022). Available online from: <https://assets.gov.ie/236872/d7008a3d-7557-4089-b288-2ed6b1f312b9.pdf>

What reports may not be a protected disclosure?

A matter concerning interpersonal grievances exclusively affecting a reporting person, such as grievances about interpersonal conflicts involving the reporting person and another worker, or a complaint to the employer or about the employer which concerns the worker exclusively, is not a relevant wrongdoing for the purposes of the 2014 Act. These should be dealt with under the employer's internal grievance or dignity at work procedures.

A matter is not a relevant wrongdoing if it is the function of the worker or the worker's employer to detect, investigate or prosecute and does not consist of or involve an act or omission on the part of the employer.

Where can I review the protected disclosure policy statement?

HIQA's policy statement can be reviewed here: <https://www.hiqa.ie/get-touch/protected-disclosures>

Will HIQA acknowledge my protected disclosure?

The designated person will acknowledge receipt of your information within seven calendar days of receipt unless:

- the reporting person has requested otherwise or
- the designated person reasonably believes acknowledgement of the receipt would jeopardise the protection of the identity of the reporting person.

What will HIQA do with my report?

The designated person will undertake an initial assessment of the reported information to determine if:

- it contains a relevant wrongdoing and
- it is within HIQA's statutory remit.

If both of these requirements are met the designated person will consult with the relevant regulatory team to determine what regulatory action they might take on foot of the reported information in advance of responding to the reporting person with the outcome of the assessment and relevant follow-up.

Will HIQA follow up with me if I make a protected disclosure?

Yes. All reporting persons will receive correspondence from the designated person on the outcome of the initial assessment and what, if any, regulatory follow-up is required. Further information on the type of regulatory follow-up can be found in the procedure (<https://www.hiqa.ie/get-touch/protected-disclosures>).

What if I am unsure if wrongdoing occurred?

In order to make a protected disclosure under the Act, you must have reasonable belief that the information you are disclosing shows, or tends to show one or more relevant wrongdoings.⁷ “Reasonable belief” does not mean that your belief has to be correct, however, your belief must be based on reasonable grounds. You are not required to provide HIQA with proof of your suspicion in relation to a wrongdoing. However, you must reasonably believe that the information you are disclosing to HIQA, and any allegation that is contained in your disclosure, is substantially true.

It is important to remember that the reporting person should not try to investigate a suspected wrongdoing themselves. It is better to report it and have it investigated under the appropriate channels. If a wrongdoing is proven, HIQA can assure you that the correct actions will be taken to address it.

What if the reported information is not within HIQA’s remit?

If following an initial assessment the designated person deems the information does not to fall within HIQA’s remit, under the 2014 Act the designated person is obliged to transfer the report to the relevant prescribed person and or to the Office of the Protected Disclosures Commissioner. You will be informed in writing if this takes place.

What are the different ways I can make a disclosure?

Protected disclosures made to HIQA’s external channel are accepted in both written and oral formats. The designated person can also facilitate to meet with the reporting person in person to take an account of their disclosure, if they so wish.

⁷ Department of Public Expenditure and Reform (DEPR), Protected Disclosures Act Interim guidance for public bodies and prescribed persons, Dublin: DEPR; (2022). Available online from: <https://www.gov.ie/en/publication/e20b61-protected-disclosures-act-guidance-for-public-bodies/#guidance-for-public-bodies>

Can a report be made anonymously?

The 2014 Act requires that prescribed persons and the Commissioner accept and follow-up on anonymous reporting. However, the designated person may be restricted in their ability to investigate the matter in the absence of being able to speak with the reporting person.

Where the anonymous report contains enough information to allow an initial assessment that there is prima facie evidence that a relevant wrongdoing has occurred or if communication with the reporting person is possible, follow-up action will be taken by the designated person to the extent that is possible from the information provided.

Reporting persons should note that they cannot obtain redress under the Act without identifying themselves as part of the process of seeking redress.

Can I make a disclosure to a Government Minister?

If as a worker you are or were employed in a public body, you can make a protected disclosure to a relevant Minister.⁷ The worker must reasonably believe that the information disclosed tends to show one or more relevant wrongdoings; and one or more of the following must also apply:

- the worker has previously made a disclosure of substantially the same information to their employer, a prescribed person or relevant Minister but no feedback has been provided or the reporting person believes there has been no follow-up or inadequate follow-up;
- the worker reasonably believes the head of the public body concerned is complicit in the relevant wrongdoing reported;
- the worker reasonably believes that the disclosure contains information about a relevant wrongdoing that may constitute an imminent or manifest danger to the public interest.⁷

Can I withdraw a protected disclosure?

No. Once you make a protected disclosure in accordance with the Act, it is not possible for you to withdraw the disclosure. Reporting persons are required under the Act, to co-operate with a prescribed person, the Commissioner or a person to whom a report is transmitted to such extent as may reasonably and lawfully be required for the purposes of the Act.

What happens if the information I give is incorrect?

It is a criminal offence to report information that you know to be false.⁷ You may also be subject to a civil claim by any person who suffers damage resulting from the making of a report, where the reporting person knowingly reported false information. You must reasonably believe that the information you give tends to show one or more wrongdoing.

How will HIQA report on protected disclosures received?

There is a requirement under the 2014 Act to publish an annual report no later than 30 March each year that includes:

- the number of reports made to HIQA as a prescribed person and
- the number of reports transmitted to other prescribed persons and or the Commissioner
- the number of investigations opened in the year
- the number of investigations closed to include the outcome of investigation and decision taken
- the number of investigations that remained open from previous years that remain open.

HIQA are also required to submit this information to the Minister for Expenditure and Public reform by 1 March each year.⁷ HIQA will only publish information in a form that does not enable the identification of reporting persons or other persons named in a disclosure.

How will my protected disclosure be handled, what is the process?

Once you make a protected disclosure, the prescribed person in HIQA will acknowledge receipt of your report within seven days, unless you request otherwise, or if such an acknowledgement would jeopardise the protection of your identity. The prescribed person will follow up on the information you have reported, and provide you with feedback within three months of your report being made (in exceptional circumstances, feedback may be at six months). The prescribed person will also provide you with information on the final outcome of any investigation which has been triggered by your report.

Will my report remain confidential?

The details of your report and the relevant wrongdoing(s) reported will not be subject to the same confidentiality as you, the reporting person, are subject to. In order for your disclosure to be investigated, the information you disclose in relation to the wrongdoing(s) will be shared with the relevant inspector for the service or centre to which your disclosure relates. The inspector will use the information provided by you to inform the ongoing regulatory monitoring of that service, and in some cases, the information you provide may prompt a type of regulatory activity such as a request the service provider for written assurances or inform a line of inquiry on inspection.

How will my data be protected?

HIQA has external channels and systems in place to receive and store relevant information and records for workers who are making a protected disclosure, and to ensure the requirements of the legislation to protect your identity and that of any other persons concerned is upheld.

HIQA is committed to protecting your identity when you raise a concern, and all relevant disclosures are treated in confidence. HIQA's focus is on the wrongdoing reported, rather than the person making the disclosure. All protected disclosures raised with the prescribed person are handled in strict confidence. Your disclosure will be kept secure and in a format that does not compromise your confidentiality. Your personal information will be stored in a restricted access location that can only be accessed by designated persons. In addition, the mailbox used for protected disclosures, protecteddisclosures@hiqa.ie, is not subject to mail metre searches for the purpose of Freedom of Information (FOI) requests.

The designated person in HIQA will ensure that your identity is only ever shared on a need-to-know basis, and only where it is necessary to carry out proper follow-up of your report. The designated person will consult with you in order to gain your consent where this may be required.

All personal data will be processed in compliance with Data Protection Acts 1988-2018, GDPR ("Data Protection Law") and the 2014 Act. In limited circumstances as specified in the 2014 Act your data subject rights as provided for by Data Protection Law may be limited.

What is penalisation?

“penalisation” means any direct or indirect act or omission which occurs in a work-related context, is prompted by the making of a report and causes or may cause unjustified detriment to a worker.⁷ See Appendix 1 in the procedure.

How am I protected from penalisation?

The 2014 Act prohibits any employer for penalising an employee for having reported a relevant wrongdoing or for making a disclosure. If you believe that you have been penalised for making a disclosure you should utilise your employer’s internal procedures for dealing with workplace complaints. The 2014 Act also provides that you can refer a complaint to the Workplace Relations Commission within 6 months. If you believe you have been penalised you may also seek interim relief from the Circuit Court under the 2014 Act.

Can decisions be reviewed?

If you are not satisfied with the outcome of the initial assessment of your report, you can request a review of that decision by emailing protecteddisclosures@hiqa.ie and it will be reviewed in as far as possible by somebody other than the initial decision maker.

Will information be included in HIQA’s annual report?

The information contained within HIQA’s annual report includes:

- the number of reports made to HIQA as a prescribed person and
- the number of reports transmitted to other prescribed persons and or the Commissioner
- the number of investigations opened in the year
- the number of investigations closed to include the outcome of investigation and decision taken
- the number of investigations that remained open from previous years that remain open.⁷

Will HIQA’s policy be reviewed?

Yes the policy is required to be reviewed every three years.

What should I include in a report?

Your reports should contain as much information as possible in order that a thorough assessment of the information can be carried and the wrongdoing appropriately addressed if required. It is recommended that, at a minimum, reports should include the following details:

- a) that the report is a protected disclosure and is being made under the Procedures
- b) the reporting person's name, position in the organisation, place of work and confidential contact details
- c) the date of the alleged wrongdoing (if known) or the date the alleged wrongdoing commenced or was identified
- d) whether or not the alleged wrongdoing is still ongoing
- e) whether the alleged wrongdoing has already been disclosed and if so, to whom, when, and what action was taken
- f) information in respect of the alleged wrongdoing (what is occurring / has occurred and how) and any supporting information
- g) the name of any person(s) allegedly involved in the alleged wrongdoing (if any name is known and the worker considers that naming an individual is necessary to report the wrongdoing disclosed)
- h) any other relevant information.⁷

Where can I find independent support and advice?

There are a number of agencies that can provide confidential support and advice to workers considering making a protected disclosure.

Information about what wrongdoings can be reported as protected disclosures, how to make a protected disclosure and how to obtain protection from penalisation for having made a protected disclosure can be found on the Department of Public Expenditure and Reform website: [here](#) and on the Citizens Information Website: [here](#).

The [Transparency Legal Advice Centre](#) provides free legal advice to anyone who wishes to disclose wrongdoing, particularly under the Act. Workers can access this via the Speak Up helpline on 1800 844 866.

A worker could also seek advice from their trade union or solicitor about the operation of the Act prior to making a disclosure. When the worker seeks advice from a trade union, barrister or solicitor about the operation of the Act, this discussion is also a "protected disclosure" (It is sufficient to be protected that the purpose of the discussion was that the worker was seeking advice about the

operation of the legislation). Advice on the operation of the Act can be sought at any stage including in advance of making a protected disclosure and during the subsequent process in both internal and external channels.

Support can also be provided to workers via the employer's Employee Assistance Programme.

Information on workers' rights and entitlements under employment legislation can be found on [Workplace Relations Commission](#).

Definition of key terms:⁷

▪ **Designated person**

A person designated by the Prescribed Person to be responsible for the handling of reports and, in particular, for providing any person with information on the procedures for making a report.

▪ **External reporting**

Where a reporting person (worker) makes a disclosure under Section 7 of the Act, to a prescribed person or the Commissioner, this is referred to as “external reporting”.

▪ **Facilitators**

Persons who assist the reporting person in making a disclosure. These persons are also entitled to certain protections under the Act.

▪ **Internal reporting**

Under Section 6 of the Act, a reporting person may make a disclosure to their employer. This is referred to as “internal reporting”.

▪ **Making a report**

Disclosing information in relation to an alleged wrongdoing, in accordance with the Act.

▪ **Penalisation**

“penalisation” means any direct or indirect act or omission which occurs in a work-related context, is prompted by the making of a report and causes or may cause unjustified detriment to a worker, and, in particular, includes—

(a) suspension, lay-off or dismissal,

(b) demotion, loss of opportunity for promotion or withholding of promotion,

(c) transfer of duties, change of location of place of work, reduction in wages or change in working hours,

(d) the imposition or administering of any discipline, reprimand or other penalty (including a financial penalty),

(e) coercion, intimidation, harassment or ostracism,

(f) discrimination, disadvantage or unfair treatment,

(g) injury, damage or loss,

- (h) threat of reprisal,
- (i) withholding of training,
- (j) a negative performance assessment or employment reference,
- (k) failure to convert a temporary employment contract into a permanent one, where the worker had a legitimate expectation that he or she would be offered permanent employment,
- (l) failure to renew or early termination of a temporary employment contract,
- (m) harm, including to the worker's reputation, particularly in social media, or financial loss, including loss of business and loss of income,
- (n) blacklisting on the basis of a sector or industry-wide informal or formal agreement, which may entail that the person will not, in the future, find employment in the sector or industry,
- (o) early termination or cancellation of a contract for goods or services,
- (p) cancellation of a licence or permit, and
- (q) psychiatric or medical referrals;

- **Person(s) concerned**

Any person(s) referred to in the report of a disclosure as a person to whom the wrongdoing is attributed or associated with.

- **Prescribed person**

Section 7 of the Act provides that a reporting person may make a disclosure to a person designated by the Minister for Public Expenditure and Reform. Such persons – most of whom are the heads of statutory regulatory or supervisory authorities – are referred to as “prescribed persons”.

- **Protected disclosure**

A protected disclosure is defined in the 2014 Act as a disclosure of information which, in the reasonable belief of a worker, tends to show one or more relevant wrongdoings which came to the attention of the worker in a work-related context and the disclosure is made in a manner specified in the 2014 Act.

- **Relevant wrongdoing**

For the purposes of the Act, the following are 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 or 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,
- h) that a breach of specified EU law set out in the Directive has occurred, is occurring or is likely to occur, or
- i) that information tending to show any matter falling within any of the preceding paragraphs has been, is being or is likely to be concealed or destroyed or an attempt has been, is being or is likely to be made to conceal or destroy such information.

- **Worker**

An individual who has acquired information on a relevant wrongdoing in a work-related context.

A worker includes:

- a) an individual who is or was an employee,
- b) an individual who entered into or works or worked under any other contract, whether express or implied and (if it is express) whether oral or in writing, whereby the individual undertook to do or perform (whether personally or otherwise) any work or services for another party to the contract for the purposes of that party's business,
- c) an individual who works or worked for a person in circumstances in which

(i) the individual is introduced or supplied to do the work by a third person, and

(ii) the terms on which the individual is engaged to do the work are or were in practice substantially determined not by the individual but by the person for whom the individual works or worked, by the third person or by both of them,

d) an individual who is or was provided with work experience pursuant to a training course or programme or with training for employment (or with both) otherwise than under a contract of employment,

e) an individual who is or was a shareholder of an undertaking,

f) an individual who is or was a member of the administrative, management or supervisory body of an undertaking, including non-executive members,

g) an individual who is or was a volunteer,

h) an individual who acquires information on a relevant wrongdoing during a recruitment process, and

i) an individual who acquires information on a relevant wrongdoing during pre-contractual negotiations (other than a recruitment process referred to in (h) above). Civil Servants, members of An Garda Síochána, members of the Permanent Defence Forces and members of the Reserve Defence Forces are also deemed to be workers under the Act.

Table to assist you to determine if you meet the conditions for making a protected disclosure under the 2014 Act or the 2004 Act.

	Protected Disclosures 2014 (as amended)	Health Act 2004	Health Act 2004	Health Act 2004
Disclosure to:	HIQA as a prescribed person (external channel)	The Chief Inspector	(a) an authorised person appointed by the HIQA (b) the chief Inspector in the course of an inspection (c) the Inspector of Mental Health Services in the course of an inspection	The Chief Inspector, or HIQA or other scheduled body as specified
Specific section of the Act	5,7,7A	55C	55G	55K
Who can make the disclosure?	A “worker”	An employee of a person carrying on the business of a designated centre other than a centre operated by or on behalf of the HSE	A person (not just an employee)	An employee of: (a) the HSE (b) a service provider, (c) any other person who has received or is receiving assistance in accordance with section 39 of this Act or

				section 10 of the Child Care Act 1991, or (d) a body established under the Health (Corporate Bodies) Act 1961
Conditions for protection	<p>Came to attention in work-related context.</p> <p>Reasonable belief that:</p> <p>(a) Information tends to show relevant wrongdoing;</p> <p>(b) Information and any allegations are substantially true; and</p> <p>(c) Relevant wrongdoing relates to matter for which person is prescribed.</p>	<p>Makes disclosure in good faith</p> <p>Has reasonable grounds for believing that the disclosure shows one or more of the following:</p> <p>a) that the actions of any person employed by or acting on behalf of a person carrying on the business of a designated centre has posed, is posing or is likely to pose a risk to the health or welfare of a resident of the centre;</p> <p>(b) that the person carrying on the business of a designated centre has failed, is failing or is likely to fail to comply with any of the following which are applicable to the designated centre:</p>	<p>Makes disclosure in good faith</p> <p>Has reasonable grounds for believing that the disclosure shows a risk to the health or welfare of the public</p>	<p>has reasonable grounds to believe—</p> <p>(a) that the disclosure is justified by reason of the urgency of the matter, or</p> <p>(b) there has been no investigation of the matter, or if an investigation has taken place, there has been no action or recommended action on the subject matter of the disclosure.</p>

		<p>(i) a provision of regulations made under the Health Act 2007;</p> <p>(ii) a standard made under the Health Act 2007;</p> <p>(iii) any other statutory obligation;</p> <p>(c) that evidence of any matter falling within either of paragraphs (a) and (b) has been, is being or is likely to be deliberately concealed or destroyed;</p>		
How to report the wrongdoing	In accordance with the Act via the External Channel and Procedure	Not specified in the Act. Please send in writing to protecteddisclosures@hiqa.ie	In the course of an inspection or monitoring event	Not specified in the Act. Please send in writing to protecteddisclosures@hiqa.ie

References

Department of Public Expenditure and Reform (DEPR), Protected Disclosures Act: Information for Citizens and Public Bodies, Dublin: DEPR; (2022). Available online from: <https://www.gov.ie/en/publication/e20b61-protected-disclosures-act-guidance-for-public-bodies/#:~:text=The%20Protected%20Disclosures%20Act%202014,about%20wrongdoing%20in%20the%20workplace.>

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Protected Disclosures Act 2014.

The Health Act 2004 (as amended by the Health Act 2007).



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