

# WHISTLE-BLOWING POLICY

## 2025/2026



### public works & roads

Department:  
Public Works and Roads  
North West Provincial Government  
REPUBLIC OF SOUTH AFRICA

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## 1. INTRODUCTION

The North West Department of Public Works and Roads ("The Department") recognizes the following:

- 1.1. Criminal and other irregular conduct within the Department is detrimental to good, effective, accountable, and transparent governance. It can endanger the Department's economic stability and has the potential to cause social harm.
- 1.2. There is a need for procedures that allow employees to disclose information related to suspected or alleged criminal or irregular conduct within the Department, without fear of reprisals.
- 1.3. Both employers and employees have a responsibility to report criminal or other irregular conduct in the workplace.
- 1.4. Employers must take all necessary steps to ensure that employees who disclose such information are protected from reprisals as a result of their disclosures.

## 2. DEFINITIONS

**"Disclosure"** means any disclosure of information regarding the conduct of an employer or an employee of that employer, made by any employee who has reason to believe that the information concerned shows or tends to show one or more of the following:

- a) That a criminal offence has been committed, is being committed, 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 to which that person is subject;
- c) That a miscarriage of justice has occurred, is occurring, or is likely to occur;
- d) That the health or safety of an 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) Unfair discrimination as contemplated in the **Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act No. 4 of 2000)**;
- g) That any matter referred to in paragraphs (a) to (f) has been, is being, or is likely to be deliberately concealed.

**"Occupational Detriment"** concerning the working environment of an employee means being subjected to any of the following actions:

- a) Disciplinary action, including being dismissed, suspended, demoted, harassed, or intimidated;
- b) Being transferred against their will;
- c) Being refused a transfer or promotion;



- d) Having a term or condition of employment or retirement altered, or kept altered, to their disadvantage;
- e) Being refused a reference or being provided with an adverse reference from their employer;
- f) Being denied appointment to any employment, profession, or office;
- g) Being threatened with any of the actions referred to in paragraphs (a) to (f) above; or
- h) Being otherwise adversely affected in respect of their employment, profession, or office, including employment opportunities and job security.

### 3. OBJECTIVES OF THE POLICY

3.1 The Protected Disclosures Act 26 of 2000 ("PDA") came into effect on 16 February 2001. To ensure compliance with the Act, the Department will:

- Strive to create a culture that facilitates the responsible disclosure of information by employees regarding criminal and other irregular conduct in the workplace. This will be done by providing clear guidelines for disclosure and ensuring protection against reprisals as a result of such disclosures.
- Promote the eradication of criminal and other irregular conduct within the Department.

3.2 The Policy is intended to encourage and enable staff to raise concerns within the Department, rather than overlook problems or report them through inappropriate channels.

3.3 Furthermore, the Policy aims to:

- Provide avenues for staff to raise concerns and receive feedback on any action taken.
- Inform staff of how to take the matter further if they are dissatisfied with the response.
- Reassure staff that they will be protected from reprisals or victimization for whistle-blowing in good faith.

### 4. SCOPE OF THE POLICY

4.1 There are existing grievance procedures in place to enable employees of the Department to raise concerns related to their employment. This Policy is intended to cover concerns that fall outside the scope of these grievance procedures. As indicated in the Act, such concerns include the following:

- That a criminal offence has been committed, is being committed, or is likely to be committed.
- That a person has failed, is failing, or is likely to fail to comply with any legal obligation to which they are subject.
- That a miscarriage of justice has occurred, is occurring, or is likely to occur.





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- That the health or safety of an individual has been, is being, or is likely to be endangered.
- That the environment has been, is being, or is likely to be damaged.
- Unfair discrimination, as defined in the **Promotion of Equality and Prevention of Unfair Discrimination Act, Act 4 of 2000**.

### 5. THE POLICY

#### A. Protected Disclosures Act

Section 2 of the Protected Disclosures Act clearly defines the "Objects of the Act" as follows:

- To protect an employee from being subjected to an occupational detriment on account of having made a protected disclosure
- To provide for remedies in connection with any occupational detriment suffered on account of having made a protected disclosure
- To provide for procedures in terms of which an employee can, in a responsible manner, disclose information regarding improprieties by his or her colleagues, other stakeholders and employer.
- This Policy is developed based on the principle objects of the Protected Disclosures Act, which encourages employees to disclose any acts of misconduct without fear of any recriminations or reprisals.

#### B. Harassment or Victimisation

- The Department acknowledges the fact that the decision to report a concern can be a difficult one to make, not least because of fear of reprisal from those responsible for the irregularity. The Department will not tolerate harassment or victimisation and will take action to protect employees when they raise a concern in good faith. Any act of harassment or victimisation should be reported to the HOD, alternatively to the Department's Chief Risk Officer.
- This does not mean that if an employee is already the subject of disciplinary or other action, that action will be halted as a result of their whistle-blowing.

#### C. Confidentiality

- The Department will do its best to protect an individual's identity when he/she raises a concern and does not want their identity to be disclosed. It must be appreciated, however, that the investigation process may reveal the source of the information and a statement by the employee may be required as part of the evidence.





#### **D. Anonymous Allegations**

- The Departments' HOD encourages employees to put their names to allegations [however anonymous allegations will also be investigated based on the following: Concerns expressed anonymously are difficult to investigate; nevertheless, they will be followed up at the discretion of the Department's Fraud and Ethics Committee. This discretion will be applied by taking into account the following: -
- Nature and seriousness of the issue raised.
- Credibility of the concern, and
- Likelihood of confirming the allegation [without the need of confirming the information with the individual/ anonymous whistle-blower].

#### **E. False Allegations**

- Employees or other parties must understand the implications (resources and costs) of undertaking investigations and should, therefore, guard against making allegations, which are false and made with malicious intent.

### **6. REPORTING OF CONCERNS**

6.1 For some minor issues (e.g. personal use of the Department equipment etc.), employees should normally raise the concerns with their immediate supervisor/manager. In general, however, the whistle-blower procedure is expected to be used for potentially more serious and sensitive issues (e.g. fraud and corruption).

6.2 The first step will be for the employee to approach his/her immediate supervisor/manager unless that supervisor or senior management is the subject of the complaint, in which case the Department's Chief risk Officer and/or the HOD should be informed. Should the complaint be found by the manager to be substantiated, he/she will consult with the Chief risk Officer and HOD on whether the matter should be investigated internally or referred to the appropriate external body (e.g. the SAPS).

6.2.1 Concerns are better raised in writing. The background and history of the concern, giving names, dates and places where possible, should be set out and the reason why the individual is particularly concerned about the situation. Those who are uncomfortable to put their concern in writing can telephone the National Anti-Corruption Hotline number is 0800 701 701. The earlier the concern is reported, the easier it is to take action and initiate recovery procedures where necessary.

6.2.2 Employees are not expected to prove the truth of an allegation; they will need to demonstrate to the person contacted that there are sufficient grounds for concern.



Advice and guidance on how matters of concern may be pursued can be obtained from the Department's Chief Risk Officer.

## **7. HOW THE COMPLAINT WILL BE DEALT WITH?**

7.1 The action taken by the Department will depend on the nature of the concern. Possible actions may include, but are not limited to:

- Investigating internally;
- Referring the matter to the Office of the Premier (Forensic Investigation Unit); or
- Referring the matter to the SAPS or another relevant law enforcement agency.

7.2 To protect both individuals and the Department, initial inquiries will be made to determine whether an investigation is appropriate and, if so, what form it should take.

7.3 Some concerns may be resolved through agreed action without the need for a formal investigation.

7.4 The Department will communicate with complainants who have identified themselves by:

- Acknowledging receipt of the concern; and
- Informing them whether further investigations will take place, and if not, providing the reasons.

7.5 The amount of contact between the body investigating the issue and the individuals raising the concern will depend on the nature of the matter, the potential difficulties involved, and the clarity of the information provided. If necessary, additional information may be sought from the individual.

7.6 The Department acknowledges the need to assure employees that the matter has been properly addressed. However, the progression of investigations will be handled confidentially and will not be disclosed or discussed with any individuals other than those with a legitimate right to such information. This is essential to avoid damaging the reputation of individuals who may ultimately be found innocent of any wrongful conduct.

## **8. CREATING AWARENESS**

8.1 For the Policy to be sustainable, it must be supported by a structured communication and awareness programme.

8.2 It is the responsibility of the HOD and managers to ensure that all employees are made aware of the Whistle-Blowing Policy and receive appropriate training and education regarding its contents and implementation.



## 9. POLICY REVIEW

The policy will be reviewed and updated annually, or more frequently if circumstances require.

## 10. POLICY MAINTENANCE

This Policy is recommended by the Risk Management Committee and approved by the Head of Department.

DESIGNATION	NAME	SIGNATURE	DATE
<b>RECOMMENDATION</b>			
Risk Management Committee Chairperson	Mr M.I. Buwa		19 March 2025
<b>Approval</b>			
Head Of Department	Mr. M.I. Kgantsi		18/03/25

## ANNEXURE B: DEPARTMENTAL SAFE REPORTING FORM

Please provide the following details for any suspected serious misconduct or any breach or suspected breach of law or regulation that may adversely impact the department. Please note that you may be called upon to assist in the investigation, if required.

NB: Please follow the guide as provided in the Whistle-blowing Policy

REPORTERS CONTACT INFORMATION	<i>NB!!(This Section may be left blank if the reporter which to remain anonymous)</i>
NAME	
DESIGNATION	
DEPARTMENT / AGENCY	
CONTACT NUMBER/S	
E-MAIL ADDRESS	
<b>COMPLAINT:</b> Briefly describe the misconduct/improper activity and how do you know about it? If there is more than one allegation, number each allegation and use as many pages as necessary. ( <i>Separate blank page can be utilised and attached as an Annexure to this Form</i> ).	
1. What misconduct / improper activity occurred?	
2. Who committed the misconduct / improper activity?	





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DEPARTMENT / AGENCY	
CONTACT NUMBER/S	
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1. What misconduct / improper activity occurred?	
2. Who committed the misconduct / improper activity?	
3. When did it transpire or when did you notice it transpiring?	
4. Where did it transpire?	
5. Is there any evidence that you could provide to us to substantiate this?	
6. Are there any other parties involved other than the alleged suspect state above?	
7. Do you have any other comments to add?	
DATE OF COMPLAINT:	

