

Dutch Whistleblowers' Authority

Some key features

- Established by law, 1 July 2016
- Independent State Authority
 - minister no power to intervene in internal workings, cases and findings
 - reports directly to Parliament
 - chairman & board members appointed by Royal decree
- Office (25-30 FTE)
 - Board (3)
 - Departments: Staff/ Advice/ Investigation/ Prevention
- External advisory committee
- Annual budget: € 4 million



Advice

- guarantee confidentiality/ free of charge
- Sounding board for potential reporters and trusted persons
- work-related/ public interest/ proper reporting authority
- assess risks of retaliation/ stress importance of legal aid
- mental support/ referral to professional psychologist
- service letter
- no advocacy
- referral to investigation department but is decision of whistleblower



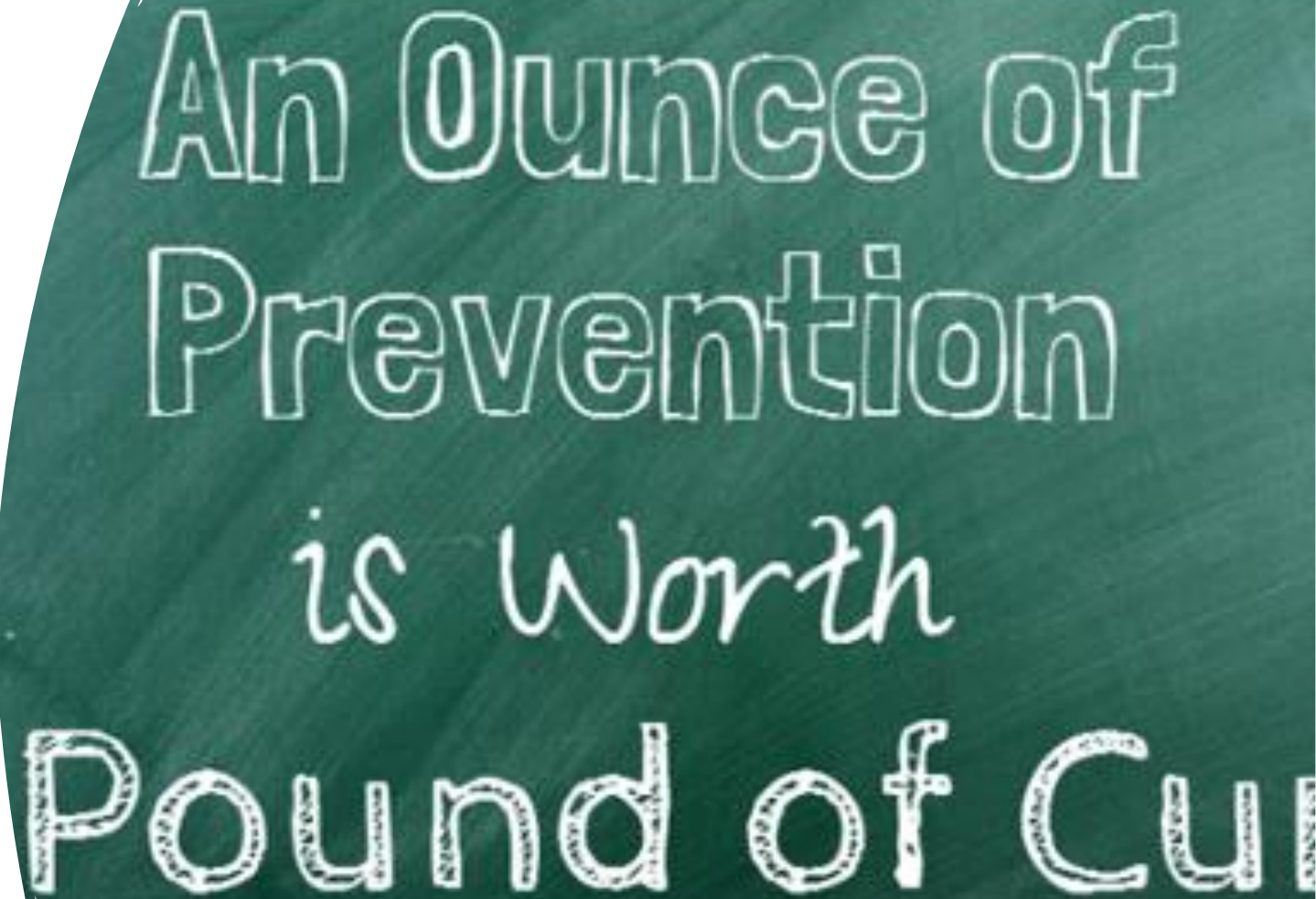
Investigation

- Investigate wrongdoings and retaliation
- Oversight and inspection agencies come first
- Investigative powers: documents + interviews + on-site investigation
- Result: publicly published, anonymized report, monitoring advice
- No interventions (sanctions, freezing work relationship, dismissal avoidance)



Prevention

- Promote integrity management in organizations
- Develop and disseminate practical tools & instruments
- Brochures, factsheets, online integrity self scan
- Conduct research on integrity related topics:
 - Implementation WB procedure, functioning of trusted persons, integrity management & integrity manager
- Presentations and network activities



An Ounce of
Prevention
is Worth
Pound of Cure



JAARVERSLAG

Results 2021

Advice

289 requests for advice: 220 finished and 65 carried on in 2022

Investigation

8 investigations: 1 finished, 2 published and 5 carried on in 2022

Prevention

179 questions by employers answered

Online integrity self scan: 270 scans

Practical guide "Integrity Management and the Integrity Manager - Current status and possibilities for development"

10 meetings NEIWA (2 formal, 2 in between and 6 working group meetings)

Implementation EU WB Directive

- Currently EU directive is being transposed into national law
- In keeping with the EU directive the transposition into national law will include:
 - Obligation to internal reporting channels
 - Procedures for internal reporting and follow up (article 9)
 - Reporting through external reporting channels and the obligation to follow up (competent authorities)
 - Duty of confidentiality
 - Protection of personal data



Implementation: main changes

Main changes for Dutch situation:

- Reporting procedure for wrongdoings and violations of EU legislation
- Broader personal scope
- Direct external reporting possible (even to media)
- Reversal of the burden of proof
- Protection for persons who support a reporter (friend, spouse, colleague, trusted person, etc.)
- Change in deadlines for informing WB and handling reports



Contact

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