

Remaining internal whistleblowing mechanisms

This article follows on the previous article which dealt with reporting your complaint to your immediate supervisor.

If he or she does nothing about the issue that you have reported (and you have written evidence and witnesses), or he or she misuse the information to intimidate or harass or victimise you, report the issue to your second line supervisor.

If this supervisor does nothing about it, report it to the head of the section, division, directorate, department or to the managing director, until such time you receive a fair and objective response.

If the managing director and/or chief executive officer does nothing about it, or if they are part of the issue you report on, or can be implicated by your reporting, then you need to report the issue to a mechanism constituting people that are not directly accountable for the operations and management of the institution. In such cases, report your issue to a board member that you can trust and/or to the board of directors.



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THE SILVER BULLET

Generally, external whistleblowing does have negative implications for the whistleblower.

This can be partly because those that are corrupt and/or those that have the power to set the record straight and rectify the situation, do not want to change, do not want to sacrifice their comfort zones, do not want to face the uncomfortable truth of their conscience and/or because they are so dependent on the benefits of corruption that they cannot change without a scandal and/or losing face. All alternative internal mechanisms and its probable implications should be explored before reporting on your institution publicly.

Ensure that you use the silver bullet of internal reporting before reporting on your institution publicly.

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