

## Whistling While They Work 2: Improving managerial responses to whistleblowing in public and private sector organisations

### About the project

**Whistling While They Work 2** is a 3 year Australian Research Council Linkage Project (2016-2018), led by Griffith University's Centre for Governance & Public Policy, investigating how organisational responses to public interest whistleblowing can be improved across the public and private sectors.

It follows on the ARC Linkage Project *Whistling While They Work* (2005-2009), which broke new ground by surveying the incidence and significance of whistleblowing across 118 Australian public sector organisations. Its datasets of 8,813 respondents made it the world's largest specific-purpose research project into whistleblowing, per capita.

**WWTW2** extends and broadens this research as the first collaborative project to conduct systematic comparative research across multiple institutions with a specific focus on:

- **adequacy of organisational responses to whistleblowing**, in addition to whistleblowing's incidence and significance, and the experience of whistleblowers
- organisational and managerial experience **across the public, private and not-for-profit sectors**, rather than treating this experience as separate or incomparable, and
- building **more effective international understanding** of whistleblowing by developing and applying common research methods in organisations across international boundaries (Australia and New Zealand) for the first time.

### Who can participate?

**Any organisation with more than 10 employees, based or with significant operations in Australia or New Zealand, is invited to participate in the project.**

There is no cost to participate. General findings, lessons and best practice models from the research will also be available for free to all participating organisations.

In addition, most participating organisations will have the option of receiving an individual report on their results, benchmarking their internal disclosure procedures and whistleblowing processes against other organisations in the study, and against best practice as currently known.



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## Partners and supporters

The project is a collaboration of four universities -- Griffith University, University of Sydney, Australian National University and Victoria University of Wellington – plus 15 partner organisations and six other supporter organisations across Australia and New Zealand, as listed on our website: [www.whistlingwhiletheywork.edu.au](http://www.whistlingwhiletheywork.edu.au).

Our AUD\$1.6 million in project resources are provided 60 per cent by the participating universities and Australian Research Council, and 40 per cent by project partners and supporters.

## Who are the researchers?

The project's 10 person research team is led by **Professor A J Brown** of Griffith University's Centre for Governance and Public Policy, who also led WWTW1. A former senior investigator for the Commonwealth Ombudsman, he has worked and consulted in all branches and at all levels of government, and is a board-member of Transparency International Australia and Fellow of the Australian Academy of Law.

The team includes *university researchers*: Paula Brough, Griffith University; Rodney Smith, University of Sydney, Kath Hall, Australian National University; Michael Macaulay, Victoria University of Wellington; and five *partner researchers*: Dr Eva Tsahuridu, CPA Australia; George Masri, Commonwealth Ombudsman; Chris Wheeler, NSW Ombudsman; Warren Day, Australian Securities & Investments Commission; and Chris Lloyd, NZ State Services Commission.

## What's involved?

The project involves two major surveys:

- The threshold **Survey of Organisational Processes and Procedures** which is completed one per organisation, takes 20-30 minutes, and is open until 30 June 2016;
- **Integrity@WERQ**, the major survey of the staff, managers and whistleblowing systems in participating organisations, which involves closer engagement with the research team in the period August–November 2016.

For more information, see the project website and separate information sheet.

Participation in the project is **confidential**, with anonymity ensured for all participants. No individual organisation's results will be known to anyone other than the *university researchers*, nor will any participating organisation be identified in any project reports, publications or findings, unless with its full prior consent.

## Join us!

Whistleblowing by staff and organisation members is one of the most crucial ways in which managers, regulators and society at large ensure that the right things are happening in organisations – by enabling the appropriate disclosure of concerns about things that may be going wrong.

By better identifying the factors that influence responses to whistleblowing, this research offers a clearer basis for evaluating and improving organisational procedures, and for more informed design of whistleblower protection laws. It will help organisations establish if their whistleblowing or 'speak up' policies meet current best practice; whether they are working; and if not, why not.

**Join the project** and contribute to better understanding of how the benefits of whistleblowing can be realised – for your own organisation, and for society as a whole.



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