



health

Department of Health  
**NORTHERN CAPE**

WHISTLE BLOWING POLICY  
MARCH 2013

---

**Version control**

Version: 02  
Publishing Date: March 2013  
Review Date: After 12 months from approval  
Responsible Manager: Director: Security and Risk Management

Approved by *G. Matlopane*  
Head of Department: G. MATLOPANE Date 18-09-2013

---

## CONTENTS

1.	Introduction	03
2.	Background	03
3.	Regulatory Framework	03
4.	Definitions	03
5.	Objectives of the Policy	05
6.	Scope of the Policy	05
7.	Culture of Openness	06
8.	Assurance to Employees	06
	8.1 Employee Safety	06
	8.2 Employee Confidence	06
9.	How the Matter will be Handled	07
10.	Harassment or Victimization	07
11.	How to raise Concerns	07
12.	Dissatisfaction with Response	08
13.	Creating Awareness	08
14.	Administration	08
15.	Policy Review	08

