

**An Post**

**Report under Section 22 of the Protected Disclosures Act 2014**

**Year Ended 31 December 2016**

## **Background**

The Protected Disclosures Act 2014 ('the Act') provides for the protection of employees from dismissal or other detriment suffered as a result of raising in good faith a concern regarding potential wrongdoing that has come to their attention in the workplace. The Act sets out a number of ways in which disclosures can be made. An Post has a detailed policy on Raising Matters of Concern which is available to all employees.

Each public body, including An Post, is required (under Section 22 of the Act) to publish an annual report setting out the number of protected disclosures received in the preceding year and the action taken (if any). This report must not result in persons making disclosures being identifiable. Reports are required to be issued no later than 30 June each year. This report covers the period 1 January 2016 to 31 December 2016.

## **Progress on 2015 Issues Forward**

An Post noted in its report for the year ended 31 December 2015 that three of the protected disclosures received during that year remained under investigation as at 31 December 2015. All three matters were investigated and the cases closed with no action required.

## **Protected Disclosures Received in 2016**

Six protected disclosures were received by An Post in the year ending 31 December 2016. Investigations into each of the disclosures received was commenced promptly following receipt and the matters reported have been notified to the Board Audit and Risk Committee in accordance with An Post's Protected Disclosure Policy. Five of the matters raised were investigated and the cases closed. Two cases were unfounded, two disclosures were investigated and action taken to ensure that the behaviour identified did not recur. One employee resigned during the disciplinary process in respect of the fifth case and this case was therefore considered closed. One disclosure was open and remains under active investigation as of 30 June 2017.

Brian Fay

Company Secretary

30 June 2017