



A whistleblowing concern is different to a grievance.

A grievance is typically a personal complaint about an individual’s own employment situation.

**Whistleblowing**

**Grievance or bullying and harassment**

**Key test:** The issue is in the public interest

**Key test:** The issue relates solely to an individual and is a matter of personal interest

*Examples*

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Management persistently pressurises the team into dangerous overtime conditions

I haven’t been granted my flexible-working request.

A person’s dangerous working practices are leading to the risk of a serious incident

I have been inappropriately shouted at by a senior manager in relation to an action that I took at work

Working practices or actions may be a risk to others.

I am not happy with the way my manager spoke to me when they discovered I was not following the correct health and safety procedures.

*[Note: Or it is suspected that there is something inappropriate happening in an area which could be a risk to the public, but there is not substantial evidence.]*