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**Sent:** Monday, 16 January 2017 11:03 AM

**To:** Whistleblowers

**Subject:** Whistleblower review submission

Dear Sir/Madam

The hard reality for anyone considering whether to whistleblow is what will happen to their life after the facts come to light.

No matter what safeguards are put in place to ensure a person is 'protected at the workplace' or 'will be reinstated' the reality is that they will be turned upon and forced out of where they work. Subtle pressure, different responsibilities, all means of coercion will be used to make their lives miserable, and at the end of the day who wants to spend their working time unhappy?

But the stigma of "ratting on your boss" follows the employee. Word gets out of who said or did what, one way or another. It is rare for an employer to hire an employee who has such a reputation as integrity and business (particularly in larger businesses) is an oxymoron.

Often a prospective employer will ask the former employer "would you re-hire this person". If the answer is "no" the probability of employment markedly decreases.

If Government wants to support a whistleblower such that they will report a matter, they have to give the person:

- a) Immunity from prosecution with regard to any connection to the exposed issue
- b) An income until age pension age (as their future work prospects evaporate) – this could be structured in such a way that it is only provided if gross adjusted taxable income (not net taxable income) is below a certain level.

Whistleblowing is a life changing decision, and not in a good way for those who do it.

Thanks for the opportunity to make a submission.

Regards

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