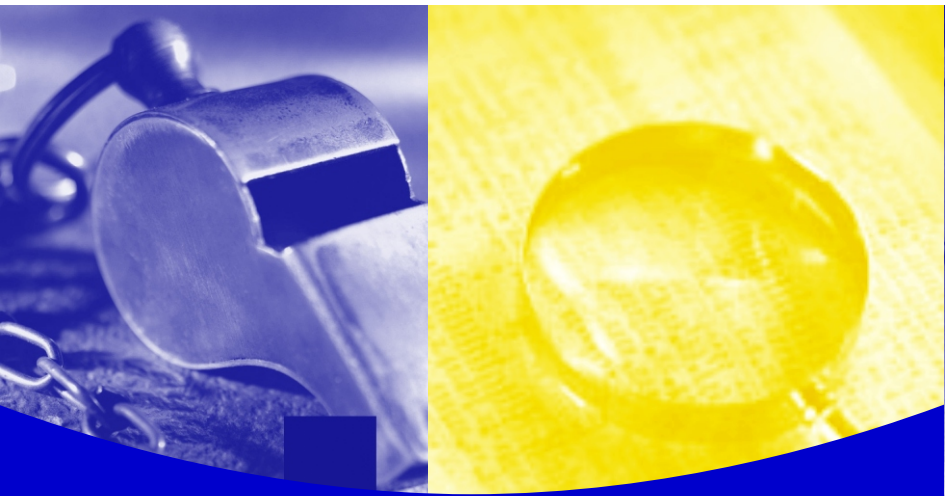




**Ethics Institute  
of South Africa**



**ONE DAY COURSE**

BUILDING AN ETHICAL AFRICA

# Whistle-blowing as ethical risk management

Date : Wednesday, 27 May 2009  
 Time : 08h00 – 16h00  
 Venue : Irene Country Lodge,  
 Pretoria  
 Join us for drinks afterwards

**COURSE PRESENTER:**

**Mr Willem Punt** - Associate Director, Ethics Institute of South Africa.

This course focuses in detail on the practice of whistle-blowing in organisations. Although there is a cultural resistance to whistle-blowing, it is recognised, encouraged and protected by South African law. Whistle-blowing is also increasingly accepted as a management tool to prevent and detect misconduct – such as fraud and corruption – that harms individuals, organisations and society.

**You will learn how better to understand:**

- What whistle-blowing is, how it should be practised, and why it is important;
- The link between whistle-blowing and creating an ethical organisational culture;
- How whistle-blowing forms an important component of an organisational ethics management programme;
- That whistle-blowing is a requirement of corporate governance best practice;
- The importance the National Anti-Corruption Forum attaches to whistle-blowing;
- Legal obligations to blow the whistle;
- Legal protections for whistle-blowers; and
- How to manage cultural and other forms of resistance to whistle-blowing.

**WHO?**

- Individuals tasked with managing an organisation’s whistle-blowing facility;
- Whistle-blowing service providers; and
- Managers at all levels who wish to better understand whistle-blowing as a key organisational ethics management tool.

**CONTACT US:**

PO Box 2427, Brooklyn Square, 0075, South Africa.  
 Telephone: +27 (0)12 342 2799 Fax: +27 (0)12 342 2790  
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EthicSA is an independent, not-for-profit, public benefit organisation.

Initiated and developed by South Africans with a view to local requirements and conditions, EthicSA’s operational and ethics activities are guided by the values of integrity, respect, responsibility, excellence and fairness.

To find out more:  
[www.ethicsa.org](http://www.ethicsa.org)



*Certificates of attendance will be issued to all delegates*

This course will assist managers to integrate whistle-blowing as a mechanism into the organisation's structures and culture with a view to addressing a range of ethical risks typically impacting on an organisation's integrity, reputation and effectiveness.

## WHAT?

### Course content:

- What is whistle-blowing?;
- Why blow the whistle?;
- Legal imperatives for blowing the whistle, such as the Protected Disclosures Act of 2000 and the Prevention and Combating of Corrupt Activities Act of 2004;
- King II (2002) and the Second National Anti-Corruption Summit (2005) on whistle-blowing;
- Who should blow the whistle?;
- How should one blow the whistle?;
- Characteristics of successful whistle-blowing;
- Structures necessary for blowing the whistle;
- Essential components of a robust whistle-blowing facility;
- Internal initiatives to complement external whistle-blowing;
- Effective standards for raising workplace concerns;
- Assessing the design effectiveness of the whistle-blowing line;
- Research findings on whistle-blowing practices in organisations;
- Research findings on whistle-blowing hotline providers, and
- Proposed values for a whistle-blowing line Code of Ethics.

### Benefits:

- Understanding that whistle-blowing is part of a wider organisational ethics management strategy;
- Recognising the need to manage actively ethical risk to the organisation;
- Linking whistle-blowing to combating serious misconduct, such as fraud and corruption;
- Being aware that whistle-blowing could be an indicator of tensions in the culture of the organisation, resulting in perceptions of lack of respect.

### WHEN?

Date: Wednesday, 27 May 2009

Time: 08h00 – 16h00. Please join us for drinks afterwards.

### WHERE?

Irene Country Lodge, Pretoria

### HOW MUCH?

Non-members: R4 995 excl VAT (R5 694.30 incl VAT)

ICSA, IRMSA, SAICA, IoD members:

R4 245 excl VAT (R4 839.30 incl VAT)

EthicSA members: R3 745.00 excl VAT (R4 269.30 incl VAT)

## REGISTRATION FORM

### Personal Details

First Name : \_\_\_\_\_

Surname : \_\_\_\_\_

Organisation : \_\_\_\_\_

Designation : \_\_\_\_\_

Tel:( \_\_\_\_\_) \_\_\_\_\_ Fax:( \_\_\_\_\_) \_\_\_\_\_

Cell: \_\_\_\_\_ E-mail: \_\_\_\_\_

Postal Address : \_\_\_\_\_

\_\_\_\_\_ Postal Code : \_\_\_\_\_

(Please complete the entire registration form)

Are you a:

ICSA Member  IRMSA Member  EthicSA Member   
SAICA Member  IoD Member

## Registration Methods

The following options are available to facilitate registration:

1. Direct mail: Complete this registration form, attach either a cheque or proof of payment, and mail to:  
PO Box 2427, Brooklyn Square, 0075
2. Website: visit [www.ethicsa.org](http://www.ethicsa.org), and register online
3. E-mail us at [mandy@ethicsa.org](mailto:mandy@ethicsa.org)
4. Phone us on +27 (0)12 342 2799
5. Fax us on +27 (0)12 342 2790

## Banking Details

Please Note:

Bookings will only be confirmed once payment is received.

BANK DETAILS : Ethics Institute of  
South Africa

Bank : Nedbank

Branch : Business Pretoria

Account No : 149 701 3887

Branch Code : 149 745

Acc Type : Current

Swift : NEDSZAJJ

Reference No : Please insert your surname  
or your company name for  
record-keeping purposes.

## General Information

**Refreshments:** Each delegate will receive:

- Coffee or tea on arrival;
- Mid-morning coffee, tea and scones;
- Lunch; and
- Afternoon coffee, tea and biscuits.

**Early Bookings:** Due to the intensive "hands on" nature of this course, we are only able to accommodate a limited number of delegates. We therefore urge you to book ASAP!

**Quantity Discounts:** The following discounts are available:

1. 5% discount if more than five delegates from one organisation register.
2. 10% discount of more than ten delegates from one organisation register.

**Cancellations:** Should you cancel between 4 and 8 May 2009, a cancellation fee of 10% will be charged. Should you cancel between 11 May and 15 May 2009, a cancellation fee of 50% will be charged. Thereafter, the full fee is payable. Please notify EthicSA of any cancellations in writing.

**Substitutions:** Registered delegates who have made payment, may be substituted at any time prior to the event without incurring an additional fee. Please notify EthicSA of the change in writing.

**Payment:** Payment must be made prior to the commencement dates. Bookings are only confirmed once payment is received.

**SAICA Members:** Please note that you must register through the SAICA website to be eligible for your membership discount.