

Index

- accessibility requirements 18
- accountability 15, 18–19, 56, 109, 114
- Administrative Review Board (US) 38
- Advisory Conciliation and Arbitration Service (ACAS) 8
- advocacy participation 111, 113
- age factor 83
 - report status by 132–3, 136–7, 139, 141–2, 145–51, 156–7
- ALM Medical Services Ltd v. Bladon* 10
- altruism 3, 77, 84, 110
- ambient effects 81
- anonymity 37, 39, 115, 163
- apartheid 122–3
- arbitration 8, 49
- assertiveness 82
- attitude 118–19, 139–45, 146–54
- audit committees 37
- Auditor General's Offices (Australia) 64
- Australia
 - legislation 3, 16–17, 56–71, 159
 - 'Whistling while they work' project 3, 4–5, 57–9, 65–6, 69, 128–58, 163
- Australian Research Council 129
- autonomy 4, 91

- bad faith 12
- banking crisis 41–2
- Belgium 22–3, 28–9, 31–2
- belief systems 118–19
 - reasonable belief 2, 11, 47, 161
- best practice 21, 48, 57–8
- Big Five factors 82–3
- bullying 81, 96
- burden of proof 10, 11, 12, 24, 40, 46
- bystander intervention 75–6

- capitalism 109
- captured agencies 44, 49
- causation 2, 11, 13

- Child Abuse Act 1998 (Ireland) 23
- chronology, power of 2, 11
- citizens
 - role (Norway) 4, 91, 94, 95–105
 - see also* organizational citizenship
- civic cosmopolitanism 109
- Civil Service Reform Act 1978 (US) 46
- civil society 31, 109
- co-workers 91, 94, 95–6, 113
 - post-report treatment by 5, 69, 131, 141, 143–5, 148–53, 154–5
- collective agreements 92, 93, 95, 96
- collectivism 119, 121, 122, 123
- common good 95
- Commonwealth legislation 56–7, 58–62, 65
- communication (organizations) 113, 163
- communicative rationality 94
- Companies Consolidation and Reform Bill (Ireland) 23
- Company Law Review Group (Ireland) 23
- comparative righteousness 11
- compensation 11, 15, 38, 162
 - damages 41, 115–16, 117
 - see also* rewards
- complaint processing times 40–41
- conciliation service 8
- confidentiality 61, 76, 160, 163
 - Europe 16, 19, 20, 24, 28
 - South Africa 116, 117–18
- Confucian ethics 121
- consumer protection 56
- contagion effect 5, 148
- corporate culture 119–20
- corporate governance 56, 111, 119, 159
- Corporate Sentencing Guidelines 37, 50
- corporate social responsibility 56

- Corporations Act 2001 (Australia) 65
- corruption
 - Australia 62, 64
 - Europe 24, 26, 29–31
 - South Africa 114, 121, 123
 - USA 74, 78
- Council of Europe 29
- Council of the European Union 26–7, 29
- Court of Appeal 9, 11–12
- Court of Auditors 26, 27
- Cresson, Edith 27
- criminal offences 117, 161
- criminal penalties 38, 39
- culture
 - organizational 98, 102, 104, 119–20, 124, 163
 - South African (issues) 121–3, 124
- damages 41, 115–16, 117
- defamation proceedings 161
- Deficit Reduction Act 2006 (US) 45–6
- democracy 109, 114, 161
- demography 4–5, 83
- demoralization effect 76, 81, 85
- Department of Justice (US) 43, 44
- Department of Labor (US) 38, 40, 41
- detrimment 9, 62–3, 67, 68, 113
 - occupational 114–15, 116
- disability/disabled people 65, 161
- disciplinary charges 116
- discrimination 1, 9, 13, 48–9, 77, 161
- disloyal employees (Norway) 102–4
- dismissal 9, 10, 11, 12, 115
- disposition (whistleblowers) 3, 81–4
- dobbing (Australia) 56
- education (of employees) 48–9, 83
- employees
 - autonomy 4, 91
 - demoralization 76, 81, 85
 - disloyal (Norway) 102–4
 - education of 48–9, 83
 - eligibility for protection 58–61
 - entitlement to transfer 161–2
 - empowerment 3, 4, 49–50, 91, 102, 105
 - motivation 2, 11–12, 50
 - public (protection) 2, 46–8
 - public sector (survey) 67–9
 - reinstatement 15, 162
 - roles (Norway) 4, 91–2, 94, 95–105
 - see also* job satisfaction; job security; job tenure
- employers 2, 11–12, 21
- employment
 - protection (UK) 1–2, 7–13
 - rights (Ireland) 23
- employment agencies (Australia) 64
- Employment Appeal Tribunal 1–2, 7–13
- Employment Permits Act 2006 (Ireland) 23
- employment tribunals 1, 7, 8–9, 11–13
- empowerment 3, 4, 49–50, 91, 102, 105
- Enron 36, 41
- environmental dangers 60
- Equal Employment Opportunity Commission 48
- ethics 79, 80, 82, 121
- Ethics Resource Centre (ERC) 79, 80
- Europe
 - legislation 2, 15–33, 163
 - Ombudsperson 26–9, 31
- European Commission 19, 26–7
- European Parliament 26–7, 28
- expectations (of management) 134, 145, 146–50, 152–4, 156–7
- external channels
 - Australia 69
 - Europe 17, 23
 - Norway 103
 - South Africa 113
 - USA 3, 37–8, 77–8, 83, 84–5
- external competent bodies 25
- fact-sensitive problems 2, 10–11, 12
- False Claims Acts (US) 2, 41, 43–6, 49, 50, 163
- fear 5, 154
- Federal Circuit Court of Appeals 47
- fee-to-play system 50
- femininity/feminine culture 122
- financial crisis (US) 41–2
- financial derivatives market 42
- Financial Industry Regulatory Authority (FINRA) 43
- finances 38, 46
- focal activity 76

- France 24, 29
 fraud
 Europe 26–8, 29
 South Africa 114
 USA 2, 36–46, 49, 50, 74, 163
 Fraud Enforcement and Recovery Act 45
 freedom of expression 121, 160
 Freedom of Information Act 2000 (UK) 1, 7
 freedom of speech 20, 46, 103
 functional participation 111
- Games-Howell procedure 141, 142
Garcetti v. Ceballos 2006 47
 gender 83
 report status by 132, 133, 135–6, 139, 140–41, 145, 146–51, 156–7
 Germany 24–5, 29
 good faith 12, 13, 21, 22, 24, 114, 123, 161
 Government Accountability Office 40, 45
 Government Accountability Project 44, 47, 74
 GRECO 24, 29–31
 grudges 12, 13
- harm 39, 62, 75, 81, 84, 145
 physical/mental 92, 93, 101
Harrow London Borough Council v. Knight 13
 Health Act 2007 (Ireland) 23
 health and safety 92, 100–2, 104–5, 161
 healthcare fraud 45–6
 ‘hotlines’ 37, 69, 115
 human rights 1, 7, 109, 160, 161
- illegal activity 60, 65, 132, 134
 immunity from liability 117
impimpis 122–3
 imprisonment 38
 inactive observers 75, 81
 incentives *see* rewards
 independent commission (Netherlands) 19
 individual approval 133, 139, 140, 145, 146–51, 153, 156–7
 individual initiative 133, 137–9, 140, 146–51, 153, 156–7
 individualism 119, 121, 123
 industrial espionage 16
 industrial relations 162, 163
 Norway 4, 91–108
 South Africa 115
 see also trade unions
 Information Act 2006 (Norway) 95
 information dissemination process 49
 institutional framework (Norway) 91–3
 integrity agencies (Australia) 64–5
 Integrity Commission 19–20, 29
 Internal Audit (Belgium) 22, 31
 internal channels
 Australia 69
 Europe 16–17, 19, 21, 23–5
 Norway 98, 103
 USA 3, 37, 48–9, 77–8, 83, 84–5
 Internal Revenue Service 42, 50
 internal witness management (WWTW project) 3, 4–5, 57–9, 65–6, 69, 128–58, 163
 international cultures, theory of 121–2
 interpersonal helping 133, 137–8, 140, 146–51, 153, 156–7
 intimidation 5, 112, 154
 investor fraud 43
 Ireland 23
- job satisfaction 133, 137–8, 140–1, 143, 144, 145, 146–51, 154, 156–7
 job security 4, 91
 job tenure 83, 132–3, 136–7, 139, 141–2, 145–51, 153, 156–7
- KPMG 79
Kuzel v. Roche 11
- Labour Court (South Africa) 115
 Labour Foundation (Netherlands) 20–21
 Labour Inspection Authority (Norway) 92
 labour relations *see* industrial relations
 Labour Relations Act (South Africa) 115
 Labour Union Federation 20
 legislation
 Australia 3, 16–17, 56–71, 159
 Belgium 22–3, 28–9, 31–2

- Commonwealth 56, 57, 58–62, 65
- criteria for success 67–9
- France 24, 29
- future (principles) 5, 159–62
- Germany 24–5, 29
- Ireland 23
- Norway 91, 92–3, 95, 96, 98
- protected disclosures 4, 16–17, 58, 114–18
- Romania 21–2, 28, 29, 31, 32
- South Africa 4, 114–18, 124
- Switzerland 15, 25, 28
- UK 1–2, 7–13, 28, 159
- USA 2, 36–41, 42–6, 48–50, 78, 163
- Lillesand (Norway) 103–4
- Linkage project 129
- Lithuania 30, 31
- loyal boosterism 133, 138, 139, 140, 146–51, 154, 156–7
- loyalty
 - Norway 4, 91–107, 108
 - organizational citizenship and 111, 113–14, 119–20, 123
- McCaskill amendment 43
- Madoff scandal 42, 43, 75
- maladministration 60, 62
- malicious reporting 161, 164
- malpractice 15, 16, 18, 20–22, 25, 28, 31–2, 160
- management 84, 94, 95, 100, 101
 - expectations 134, 145, 146–50, 152–4, 156–7
 - post-report treatment by 5, 69, 131, 141, 143–8, 150–53, 154–8
 - report handling 68
 - response by 111–14
 - trust in 133, 137, 142–3, 145–51, 153, 156–7
- marital status 83
- Markopolos, Harry 42, 75
- masculinity/masculine culture 122
- media 21, 25, 30, 38, 61, 160
 - myths in 74, 79–80, 85, 162–3
 - Norwegian studies 96, 98–103
- Medicaid 45–6
- Merit Systems Protection Board (US) 46, 47, 77, 78–9, 80
- military context (ethics) 80
- Minister of Internal Affairs (Netherlands) 19–20, 21
- misconduct 5, 10, 60, 154
- mistreatment 80, 145
- mistrust 91
- moral judgement/values 82
- moral standards 4, 91
- motivation 2, 3, 11–12, 50, 77, 84
- municipality study (Norway) 97–101
- negative affectivity 82
- negative expectations (of management) 134, 146–50, 152, 153, 154, 156–7
- Netherlands 19–21, 29
- new managerialism 120
- New South Wales Police Service 59
- NGOs 21, 22, 25, 31
- NO FEAR Act 48, 49
- non-reporters 4–5, 130–31, 132, 134–40, 153–4
- normative content (three-tiered model) 18, 19, 22, 23, 25, 28, 31
- norms and values (roles) 94
- Norway 32
 - legislation 91, 92–3, 95, 96, 98
 - loyalty (roles) 4, 91–107, 108, 163
- obedience 111
- obligations, loyalty (Norway) 91, 93–6
- occupational detriment 114–15, 116
- Occupational Health and Safety Administration (US) 38, 40–1
- OECD 30, 92–3
- Office of the Director of Corporate Enforcement (Ireland) 23
- Office of General Counsel (US) 47
- Office of Justice (Netherlands) 19
- Office of Personnel Management (US) 48
- Office of Special Counsel (US) 46
- OLAF manual 26–8
- Ombudsperson
 - Australia 60, 64–5, 129
 - Belgium 22–3, 31
 - European 26, 27–8, 29
 - UK 7
- organizational approval 133, 139, 140, 145, 146–51, 154, 156–7
- organizational attitude 133

- organizational citizenship
 - behaviour (OCB) 110–11, 113, 133, 137–9, 140, 141, 146, 153
 - defined 110–11
 - response by organization 111–14
 - South Africa 4, 109–24
- organizational culture 98, 102, 104, 119–20, 124, 163
- organizational tenure 136–7, 139, 141, 142, 145, 146–51, 153, 156–7
- organizational well-being 98, 102, 106, 108
- oversight 50, 64–5
- Parliamentary Committee 57, 58–62, 65
- participation (forms) 111, 113
- pay 83, 84
- perceived behavioural control 118–19
- personal industry 133, 138, 139, 140, 146–51, 153, 156–7
- personality (of whistleblower) 3, 81–4
- ‘petty tyranny’ theory 81
- Pinnington, Bernice 8–9
- planned behaviour, theory of 118
- politician role 102–3, 160
- politician study (Norway) 97–8, 99–101
- Ponzi scheme 42, 75
- Portfolio Committee (South Africa) 118
- positive affectivity 82
- positive expectations (of management) 134, 146–50, 152, 153, 156–7
- post-report social context 134
- post-report treatment 5, 69–70, 131, 141, 143–4, 145–53, 154–8
- power
 - empowerment of employees 4, 49–50, 91, 102, 105
 - of organizational citizen 4, 109–24
 - to protect from reprisal 66–7
 - relations 105, 129
 - of workers 83–4
- power-distance 121, 122, 129
- pre-hearing reviews 8
- PriceWaterhouseCoopers survey 74
- private sector 163
 - Australia 65–70, 159
 - Europe 20–21, 23–5, 29, 32
 - legislation 159–60
 - South Africa 123
 - USA 2–3, 36–52
- pro-social behaviour 75–6, 111
- pro-social organizational behaviour (POB) model 76–7, 81, 82
- proactive personality 82
- professional bodies 21, 22
- professional role (Norway) 4, 91, 94–6, 98–9, 100–105
- professional standards (Norway) 94–5, 96, 98–9
- Protected Disclosures Act 1994 (New South Wales) 16–17, 58
- Protected Disclosures Act 2000 (South Africa) 4, 114–18
- protection
 - eligibility for (Australia) 58–60, 61
 - for public employees 2, 46–8
 - and redress mechanisms (Australia) 62
 - scope of 61–2
 - types of disclosures (Australia) 60–61
- Public Concern at Work 10, 13, 21
- public employees (protection) 2, 46–8
- public health 60, 62, 65
- public interest disclosure legislation
 - Australia 3, 16, 56–70
 - European three-tier model 2, 15–32
 - impact of PIDA (UK) 1–2, 7–13
- public safety 60, 62, 65
- public sector 163
 - Australia 3, 4–5, 56–70, 128–58
 - Belgium 22–3
 - Europe 19–32
 - France 24, 29
 - future legislation 159–60
 - Germany 24, 29
 - Ireland 29
 - Netherlands 19–20, 21, 29
 - Norway 95, 103
 - Romania 29
 - South Africa 123
 - Switzerland 29
 - tenure 136–7, 139, 141–2, 145, 146–51, 153, 156–7
- Public Service Act 1999 (Australia) 58
- punitive damages 41, 115–16, 117

- qualified privilege 161
- qui tam* actions 43, 45
- reasonable belief 2, 11, 47, 161
- recoveries 43–5
- Recovery Act 43
- recruitment process 161
- redress mechanisms (Australia) 62–3
- regulation (US) 41–2
- regulatory regimes (Australia) 65
- reinstatement 15, 162
- related harms 145
- reprisals 10, 20, 161, 162
 - Australia 59–60, 62–3, 66–70, 130, 145, 154
 - USA 40, 46
- research
 - agenda (future) 5–6, 162–4
 - factors associated with
 - whistleblowing (USA) 3, 74–85
- retaliation 160–61
 - criminal penalties 38, 39
 - Europe 15, 22–4, 28, 30–31
 - NO FEAR Act 48, 49
 - Norway 93, 100–101
 - South Africa 112, 116, 119
 - USA 37–41, 43–6, 48–9, 84
- rewards 20, 77, 159
 - False Claims Acts 2, 41, 43–6, 49, 50, 163
 - incentives 43–6, 162
- risk-benefit analysis 50
- roles/role model 78
 - Norway 4, 91–105
- Romania 21–2, 28, 29, 31, 32
- rule of law 121
- Safety Health and Welfare at Work Act 2005 (Ireland) 23
- Santer Commission 26
- Sarbanes-Oxley Act (2002) 2, 36–41, 42, 44, 78
- sector study (Norway) 97–8, 99–101, 103
- Securities and Exchange Commission (SEC) 42, 43, 75
- security services 160
- self-esteem 81–2
- self-interest 4, 91
- self-monitoring 81, 28
- sexual discrimination 161
- sexual harassment 49, 81, 82
- shareholders, interests of 56
- Shipman Inquiry 10
- signalling theory 76, 81, 85
- social capital 110
- social context 143–5, 153
- social contract 110, 123
- social participation 111
- South Africa
 - legislation 4, 114–18, 124
 - organizational citizenship 4, 109–24, 163
- South African Law Reform Commission 117
- standards, professional 94–6, 98–9
- Standards Australia 62–3, 65
- Stanford, R. Allen 42
- statute of limitations 38, 40, 50
- statutory duty 160
- statutory prohibition 116
- stepped approach (three-tiered model) 25, 28, 31, 163
- stimulus funds 43, 45
- Street v. Derbyshire Unemployed Workers' Centre* 10, 12, 13
- subjective norm, intention and 118–19
- supervisor-employee relationship 131
- Sweden 30
- Switzerland 15, 25, 28
- tax cheats 50
- Taxpayers Against Fraud 45
- theory of planned behaviour 118
- three-tiered model 2, 15–32, 163
- trade unions 160, 161
 - Australia 154
 - Europe 21, 22, 32
 - Norway 92, 93, 96, 100, 101, 104, 105, 163
 - South Africa 116, 123, 163
- transparency 19, 20, 41, 50, 115
- Trouble Asset Relief program (TARP) 45
- trust 60, 67, 82, 104
 - Australia 60, 67, 133, 137–8, 140–43, 145–51, 153, 156–7
 - in management 133, 137, 142–3, 145–51, 153, 156–7
 - South Africa 113, 119

- Trustees of MAMA* 10
 truth (of organizational citizen) 4, 109–24
- ubuntu* 4, 123
 UK 28
 employment protection 1–2, 7–13
 legislation 1–2, 7–13, 28, 159
 uncertainty avoidance 121, 122
 unemployment 91
 benefit 92
 unethical behaviour 113
 unfair dismissal 9, 10, 11, 12, 115
 United Nations 30
 USA
 Constitution 2–3, 46–7
 false claims legislation 2, 41, 43–6, 49, 50, 163
 legislation 2, 36–41, 42–6, 48–50, 78, 163
 recent developments 2–3, 36–52, 162
 research on factors associated with whistleblowing 3, 74–85
- values (roles) 94
 victimization 10, 113, 115, 161, 164
 vignette-study method 96–7, 98–103, 104, 106
 ‘voice’ 4, 82, 91, 93, 96
- Welch v. Cardinal Bankshares Corp.* 40
 welfare services (Norway) 4, 91
 well-being, organizational 98, 102, 106, 108
 ‘when in doubt report’ approach 60–61
 Whistleblowers Decree (Belgium) 22
 Whistleblowers Law (Romania) 21
 Whistleblowers Protection Act (Queensland) 16, 58
 Whistleblowers Protection Act (South Australia) 16, 58
 Whistleblowers Protection Act (USA) 2–3, 46, 47
 Whistleblowers Protection Act (Victoria) 58
 Whistleblowers Protection Bill (Ireland) 23
- whistleblowing
 Australian experience 3, 56–71
 culture and 121–2
 defining and modelling 75–7
 European (PIDA) 2, 15–33
 extent/incidence 78–80, 84
 factors associated (US research) 3, 74–85
 future research agenda 5–6, 159–65
 impact of PIDA (in UK) 1–2, 7–13
 intentions (explaining) 118–19
 legislation *see* legislation
 loyalty and (Norway) 4, 91–107, 108
 motivation 2, 3, 11–12, 50, 77, 84
 myths 3, 74–5, 77–85, 162–3
 organizational citizenship and (in South Africa) 4, 109–24
 personality/disposition of whistleblowers 3, 81–4
 propensity 133–4, 139, 141, 145–51, 153–4
 report status (differences) 4–5, 135–40, 153–4
 research challenges 85
 rewards *see* rewards
 ‘true’ (myths) 77–8
 USA (recent developments) 2–3, 36–52
 ‘Whistling while they work’ project 3, 4–5, 57–9, 65–6, 69–70, 128–58, 163
- Working Environment Act 2005 (Norway) 92–3, 95, 96, 98
 workplace attitudes/experiences 131, 139–54
 Workplace Experiences and Relationships Questionnaire 131
 World Bank 74
 Worldcom 36, 41
 wrongdoing
 extent/incidence 3, 78–80, 84
 myths 3, 74–5, 78–85
 relative position of wrongdoer 131, 133, 135–6, 139, 140–45, 146–54
 victims of 3, 81–4, 85
 wrongful dismissal 9
- Ysgol Crug Glas school 8–9

