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**Our ref: 1810302**

17 June 2021

Dear ###

We write further to your request which was received on 26 May 2021 and which states:

1. Does the IOMPO have a Whistleblowing policy?
2. How can staff access this?
3. Who investigates reports?
4. Who investigates reports if they involved EMT members?
5. Can non staff members report alleged wrong-doing in the IOMPO?
6. Can the Whistleblowing policy be shared publicly? as the IOMPO is a Statutory Body of the IOM Government.

Our response to your request is as follows:

1 Does the IOMPO have a Whistleblowing policy? **Yes**

2 How can staff access this?

The policy is included within the staff manual issued upon appointment but staff can request a further copy from HR. Copies are available in staff common areas at all IOMPO sites. An electronic copy of the policy and staff manual is on the shared network area of IOMPO IT system.

3 Who investigates reports?

As stated within the policy “Where appropriate, the matters raised may –

- a) be investigated by management, or through the disciplinary process
- b) be referred for specialist advice
- c) be referred to the police
- d) be referred to the Public Auditor
- e) form the subject of an independent inquiry”

4 Who investigates reports if they involved EMT members?

As stated within the policy – “If, in exceptional circumstances, the concern involves the Chief Executive, then this report will be made to the Minister or Chairman responsible, who will decide how the investigation will proceed. This may include an external investigation.”

5 Can non staff members report alleged wrong-doing in the IOMPO?

The Confidential Reporting (Whistle Blowing) policy applies to IOMPO employees. IOMPO has a separate supplier assurance procedure for confidential reporting (whistle blowing) for companies or individuals who provide goods and/or services to IOMPO.

6 Can the Whistleblowing policy be shared publicly? as the IOMPO is a Statutory Body of the IOM Government. Yes

Please quote the reference number 1810302 in any future communications.

### **Your right to request a review**

If you are unhappy with this response to your freedom of information request, you may ask us to carry out an internal review of the response, by completing a complaint form and submitting it electronically or by delivery/post.

An electronic version of our complaint form can be found by going to our website at <https://services.gov.im/freedom-of-information/Review> . If you would like a paper version of our complaint form to be sent to you by post, please contact me and I will be happy to arrange for this. Your review request should explain why you are dissatisfied with this response, and should be made as soon as practicable. We will respond as soon as the review has been concluded.

If you are not satisfied with the result of the review, you then have the right to appeal to the Information Commissioner for a decision on;

1. Whether we have responded to your request for information in accordance with Part 2 of the Freedom of Information Act 2015; or
2. Whether we are justified in refusing to give you the information requested.

In response to an application for review, the Information Commissioner may, at any time, attempt to resolve a matter by negotiation, conciliation, mediation or another form of alternative dispute resolution and will have regard to any outcome of this in making any subsequent decision.

More detailed information on your right to a review can be found on the Information Commissioner's website at [www.inforights.im](http://www.inforights.im).

Should you have any queries concerning this letter, please do not hesitate to contact me.

Further information about freedom of information requests can be found at [www.gov.im/foi](http://www.gov.im/foi).

I will now close your request as of this date.

Yours sincerely

FOI Co-ordinator