

Whistleblowing Policy

The Chartered Institution of Civil Engineering Surveyors (CICES) was established by royal charter to advance the science and art of civil engineering surveying for the benefit of the public. Members should be committed to conducting their business with honesty and integrity and expect all their staff and co-workers to maintain high standards. CICES members are bound by Rules of Professional Conduct, however the Institution recognises that these do not govern the behaviour and actions of colleagues and other workers that members may operate alongside. As professional civil engineering surveyors, members have ethical, professional and legal obligations around whistleblowing.

Whistleblowing is the reporting of suspected wrongdoing, malpractice, risk or dangers which affect others in the field of employment. This includes ethical, professional and legal issues such as bribery, facilitation of tax evasion, fraud, health and safety risks, modern slavery, damage to the environment and any breach of legal or professional obligations.

If a member has concerns about a person or practice within their workplace, they may wish to raise the issue internally, such as by discussions with a manager. Additionally, many companies have whistleblowing policies and confidential procedures that will be followed in these cases. If no such policy exists or if this is not possible due to the involvement of a manager or other senior staff, CICES recommends getting advice from a trades union or the charity Public Concern at Work. If the subject of the whistleblowing is also a member of CICES or another professional body, that body will have a code of conduct and disciplinary procedure that can be applied if the whistleblower reports them. If applicable, the issue could also be raised with a regulatory body, such as the Health and Safety Executive or Environment Agency.

If a member has concerns around legal issues, CICES offers a free legal hotline service to members through the international law firms Baker & McKenzie and Mayer Brown.

When working in the military or outside of the UK, it is important members familiarise themselves with the appropriate steps to raise concerns. Legal processes around whistleblowing and the reporting of incidents will differ from country to country.

Whistleblowers must not be identified and nor should they suffer any detrimental treatment, threats or retaliation as a result of raising a genuine concern. CICES aims to encourage openness and will support members who raise genuine concerns, even if they turn out to be mistaken. However, CICES will not tolerate false allegations. If a member is found to be making allegations maliciously, they may be subject to disciplinary action.

This policy should read in conjunction with the CICES Rules of Professional Conduct.

Members are encouraged to familiarise themselves with the *Guidance on Whistleblowing for Engineers and Technicians* produced by the Engineering Council. <http://www.engc.org.uk/whistleblowing>

The charity Public Concern at Work offers advice for whistleblowers at www.pcaw.org.uk

A legal hotline is available free of charge to CICES members from the Institution's advisory solicitors:

Kate Corby, Baker & McKenzie: +44 (0)20 7919 1966 | Kate.Corby@bakermckenzie.com

Jonathan Hosie, Mayer Brown: +44 (0)20 3130 3343 | jhosie@mayerbrown.com



