



What does it mean for me who is whistleblowing?

No one should ever have to feel discriminated or punished when a good faith attempt to report a serious irregularity contradicting Swedish law or the employers' basic values or policy is made.

The new Swedish whistle-blower law, which more specific is called "Law (2016:749) about specific protection against reprisals for employees alarming about serious wrong doings" goes into effect the 17th of December 2021.

The law says that you as an employee, no matter what employee relationship, have the right to be anonymous if you would like to report a serious wrongdoing at your workplace.

When the law says "serious wrong doings" it relates to crimes including imprisonment in the penalty scale as well as crimes that have a common interest in society. It could be economical crime, corruption, money laundering, bribery or severe faults, discrimination, and severe victimization.

You, who report must have reasonable grounds in believing that the information you are providing is true. The suspicions must be substantial and must relate to severe defects. Minor misdemeanours or common dissatisfaction are not covered by the law.

Confidentiality and anonymity

According to the upcoming law, independent of how you want to do your reporting, you have the right to be anonymous. You can choose whether you would like to report first internally at you company/ authority or to an external company that your employer has an agreement with, verbally or in writing. You can also report directly through an external reporting channel for example your trade union or to the regulatory authority: the Swedish Work Environment Authority (SWEA).

The internal reporting channel must according to the whistle-blower law, ensure confidentiality and routines for the mandatory follow-up to you as a whistle-blower. All employees, consultants or sub-contractors must be informed about how to use the reporting system both internally and/or externally. The law puts up extensive demands that your employer must provide a safe and easily accessible reporting system and there cannot exist any conflict of interest for the person/persons receiving the report. By using an external partner like SRS group, suspicions about not investigating the case with full objectivity can be taken away.

Your employer is obliged to provide all employees with a internal notification system, which could also be outsourced to an external company like SRS group to uphold the requirement of objectivity.

If your employer has chosen to work with SRS group as the independent whistle blowing investigator, your case is in safe hands. The handling of your case will be confidential, and our system is user-friendly, which makes it easy for you to report any irregularities. SRS group will anonymise your identity and provide you with a code, which you will use for future communication with your investigator. This will uphold your anonymity throughout the whole investigation.

You have the right, according to the Whistle-blower law, to either report by e-mail, by a telephone call or by a physical meeting.

You have the right to be anonymous, but please be aware that the robustness of the investigation might be weakened if/when the case is handed over to the Police.

If your employer has chosen to use SRS-group as a partner, please click on the link below.

You will then be connected to our user-friendly reporting system called Vissla-SRS group, where you immediately will be depersonalised and assigned a unique case number. This case number will be your identity throughout the investigation, which only a few investigators will know about. You will need it to access your case so be sure keep this number noted somewhere secure.

You can also choose to call SRS group 24/7, which will connect you to an investigator, who will then contact you the following workday during daytime hours. If you would like to meet your investigator to tell your story, please send us an email on vissla.arenden@srsgroup.se to arrange a face-to-face meeting.

For how long will my personal data be saved by SRS group?

According to the Whistle-blower law that goes into effect the 17th of December 2021, the investigation must be stored for 2 years after the case is closed and then according to the GDPR legislation, within the same 2-year timeframe, all personal data must be removed out from the investigation.

About SRS

SRS is your full-service security partner. With many years of experience and cutting-edge expertise, we are a leading total provider of Security Risk Management, in Sweden and abroad. We protect you as a company, organisation, government agency or private individual. In every situation.

Are you interested in knowing more about SRS whistleblow service?

Contact us at :
pia.thevselius@srsgroup.se
+46 73 0420506

We look forward to hearing from you!