

ANNUAL PROTECTED DISCLOSURES REPORT FOR 2023

1. Section 22 of the Protected Disclosures Act, 2014 (as amended) requires each public body subject to the Act to publish an annual report setting out the number of protected disclosures received in the preceding year and the action taken (if any). It is important that the report does not identify the individuals making the protected disclosures or the persons who were accused of wrongdoing.
2. This Annual Protected Disclosures Report of the University of Limerick covers the period of January to December 2023 (but includes submissions made prior to January 1 2023 but closed in relevant period).
 - 2.1. The University received a protected disclosure submission in December 2021 and two anonymous disclosures, one in December 2021 and the second in January 2022. All three communications related to complaints against the same individual. Based on legal advice that the three disclosures be treated as protected disclosures, the University appointed a PDG to conduct a preliminary assessment of the allegations therein. The PDG decided to appoint an internal investigator to consider the allegations made. The PDG appointed two individuals to investigate the matter, and they issued their report in December 2022. The PDG reported to the outcome of the investigation to the Audit & Risk Committee in April 2023. The Protected Disclosure is deemed closed.
 - 2.2. In March 2022 the University received a protected disclosure submission from an worker which relates to the University's management of an operational matter. In April 2022 the University appointed a PDG to consider the allegations of wrongdoing therein. The PDG appointed an external investigator who issued their report in August 2023. The Protected Disclosure is deemed closed.
 - 2.3. In February 2023 the University received a protected disclosure submission from a worker concerning the adherence by the University relating to policies, procedures and circulars in respect of a particular matter. In March 2023 the University appointed a PDG to consider the allegations therein. The PDG appointed an external investigator. The investigator's report was awaited as at December 31 2023 but has subsequently been received.
 - 2.4. In April 2023 the University received an anonymous disclosure against an employee of the University which related to allegations outlined in the disclosure outlined in 2.3 above. The PDG appointed to deal with the matter at 2.3 above, provided the disclosure to that external investigator for consideration. The investigator's report was awaited as at December 31 2023 but has subsequently been received.

- 2.5. In July 2023 the University received an anonymous disclosure relating to allegations against an employee of the University. In August 2023 a Protected Disclosures Group (PDG) was established to consider the allegations in accordance with the University's Protected Disclosures Policy & Procedures. The PDG decided to appoint an external investigator to examine parts of the disclosure. The investigator's report was awaited as at December 31 2023 but has subsequently been received.
- 2.6. In August 2023 the University received a disclosure submission relating to allegations against an employee of the University. A Protected Disclosures Group (PDG) was established to consider the allegations in accordance with the University's Protected Disclosures Policy & Procedures. The PDG completed its preliminary assessment on 15 December 2023. The PDG appointed an external investigator. An investigator was not appointed by year end 2023 but has now been appointed, and the investigation is ongoing.
- 2.7. In October 2023 the University received a further disclosure concerning a related matter to paragraph 2.6 above. The allegation was considered by the same Protected Disclosures Group (PDG) in accordance with the University's Protected Disclosures Policy & Procedures. The PDG reported that the submission was not deemed to a protected disclosure and no further action was required.

Dated 30 March 2024