



## ANNUAL PROTECTED DISCLOSURES REPORT FOR 2024

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 2024 (but includes submissions made prior to January 1 2024 but closed in relevant period).
  - 2.1. 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 Protected Disclosures Group (PDG) to consider the allegations therein. The PDG appointed an external investigator who issued their report in December 2023. The PDG reported to the outcome of the investigation to the Audit & Risk Committee in January 2024. The Protected Disclosure is deemed closed.
  - 2.2. In July 2023 the University received an anonymous disclosure relating to allegations against an employee of the University. In August 2023 a 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 external investigator issued their report in January 2024. The Protected Disclosure is deemed closed.
  - 2.3. In August 2023 the University received a disclosure submission relating to allegations against an employee of the University. A 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 who issued their report in April 2024. The Protected Disclosure is deemed closed.
  - 2.4. The Higher Education Authority (HEA) received a disclosure concerning the University and it provided certain particulars to the University concerning that disclosure in February 2024. The CEO of the HEA is a prescribed person for receipt of disclosures of relevant wrongdoing in accordance with Section 7 of the Higher Education Act 2022 and regulations made pursuant thereto (SI 367 of the Higher Education Act 2020). The HEA requested the University to investigate and provide certain confirmations to it on three discrete matters. The University carried out the investigation internally and reported back to the HEA in July 2024.

Dated 30 March 2025