

Protected Disclosures Act 26 of 2000¹

[ASSENTED TO 1 AUGUST 2000]	[DATE OF COMMENCEMENT: 16 FEBRUARY 2001]
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(English text signed by the President)

published in

GG 21453 of 7 August 2000

commencement

(see s. 11 of this Act)

provisions	date	refer to
whole Act	16 February 2001	Proc R17 in GG 22067 of 16 February 2001

as amended

by	with effect from	refer to
Protected Disclosures Amendment Act 5 of 2017	2 August 2017	s. 14 of Act 5 of 2017
Judicial Matters Amendment Act 15 of 2023	3 April 2024	s. 35 (1) of Act 15 of 2023

ACT

To make provision for procedures in terms of which employees and workers in both the private and the public sector may disclose information regarding unlawful or irregular conduct by their employers or other employees or workers in the employ of their employers; to provide for the protection of employees or workers who make a disclosure which is protected in terms of this Act; and to provide for matters connected therewith.

[Long title substituted by [s. 12](#) of [Act 5 of 2017](#) (wef 2 August 2017).]

Preamble

Recognising that-

- the Bill of Rights in the Constitution of the Republic of South Africa, 1996, enshrines the rights of all people in the Republic and affirms the democratic values of human dignity, equality and freedom;
- section 8 of the Bill of Rights provides for the horizontal application of the rights in the Bill of Rights, taking into account the nature of the right and the nature of any duty imposed by the right;
- criminal and other irregular conduct in organs of state and private bodies are detrimental to good, effective, accountable and transparent governance in organs of state and open and good corporate governance in private bodies and can endanger the economic stability of the Republic and have the potential to cause social damage;

And bearing in mind that-

- neither the South African common law nor statutory law makes provision for mechanisms or procedures in terms of which employees or workers may, without fear of reprisals, disclose information relating to suspected or alleged criminal or other irregular conduct by their employers, whether in the private or the public sector;
[Fourth para. substituted by [s. 13](#) of [Act 5 of 2017](#) (wef 2 August 2017).]
- every employer, employee and worker has a responsibility to disclose criminal and any other irregular conduct in the workplace;
[Fifth para. substituted by [s. 13](#) of [Act 5 of 2017](#) (wef 2 August 2017).]
- every employer has a responsibility to take all necessary steps to ensure that employees and workers who disclose such information are protected from any reprisals as a result of such disclosure;
[Sixth para. substituted by [s. 13](#) of [Act 5 of 2017](#) (wef 2 August 2017).]

And in order to-

- create a culture which will facilitate the disclosure of information by employees and workers relating to criminal and other irregular conduct in the workplace in a responsible manner by providing comprehensive statutory guidelines for the disclosure of such information and protection against any reprisals as a result of such disclosures;
[Seventh para. substituted by [s. 13](#) of [Act 5 of 2017](#) (wef 2 August 2017).]
- promote the eradication of criminal and other irregular conduct in organs of state and private bodies,

BE IT THEREFORE ENACTED by the Parliament of the Republic of South Africa, as follows:-

¹ This Act has been updated to include all available historical commencement details

1 Definitions

In *this Act*, unless the context otherwise indicates-

'business' includes the whole or part of any business, trade, undertaking or service;

[Definition of 'business' inserted by s. 1 (a) of [Act 5 of 2017](#) (wef 2 August 2017).]

'disclosure' means any disclosure of information regarding any conduct of an *employer*, or of an *employee* or of a *worker* of that *employer*, made by any *employee* or *worker* who has reason to believe that the information concerned shows or tends to show one or more of the following:

- (a) That a criminal offence has been committed, is being committed or is likely to be committed;
- (b) that a person has failed, is failing or is likely to fail to comply with any legal obligation to which that person is subject;
- (c) that a miscarriage of justice has occurred, is occurring or is likely to occur;
- (d) that the health or safety of an individual has been, is being or is likely to be endangered;
- (e) that the environment has been, is being or is likely to be damaged;
- (f) unfair discrimination as contemplated in Chapter II of the Employment Equity Act, 1998 ([Act 55 of 1998](#)), or the Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 ([Act 4 of 2000](#)); or
- (g) that any matter referred to in paragraphs (a) to (f) has been, is being or is likely to be deliberately concealed;

[Definition of 'disclosure' substituted by s. 1 (b) of [Act 5 of 2017](#) (wef 2 August 2017).]

'employee' means-

- (a) any person, excluding an independent contractor, who works or worked for another person or for the State, and who receives or received, or is entitled to receive, any remuneration; and
- (b) any other person who in any manner assists or assisted in carrying on or conducting or conducted the business of an *employer*;

[Definition of 'employee' substituted by s. 1 (c) of [Act 5 of 2017](#) (wef 2 August 2017).]

'employer' means any person-

- (a) who employs or provides work for any other person and who remunerates or expressly or tacitly undertakes to remunerate that other person; or
- (b) who permits any other person in any manner to assist in the carrying on or conducting of his, her or its business, including any person acting on behalf of or on the authority of such employer;

'impropriety' means any conduct which falls within any of the categories referred to in paragraphs (a) to (g) of the definition of 'disclosure', irrespective of whether or not-

- (a) the impropriety occurs or occurred in the Republic of South Africa or elsewhere;
- (b) the law applying to the impropriety is that of the Republic of South Africa or of another country;

'Minister' ² means the Cabinet member responsible for the administration of Justice;

'occupational detriment', in relation to an *employee* or a *worker*, means-

- (a) being subjected to any disciplinary action;
- (b) being dismissed, suspended, demoted, harassed or intimidated;
- (c) being transferred against his or her will;
- (d) being refused transfer or promotion;
- (e) being subjected to a term or condition of employment or retirement which is altered or kept altered to his or her disadvantage;
- (f) being refused a reference, or being provided with an adverse reference, from his or her *employer*;
- (g) being denied appointment to any employment, profession or office;
- (h) being subjected to any civil claim for the alleged breach of a duty of confidentiality or a confidentiality agreement arising out of the *disclosure* of-
 - (i) a criminal offence; or
 - (ii) information which shows or tends to show that a substantial contravention of, or failure to comply with the law has occurred, is occurring or is likely to occur;

- (i) being threatened with any of the actions referred to in paragraphs (a) to (h) above; or

- (j) being otherwise adversely affected in respect of his or her employment, profession or office, including employment opportunities, work security and the retention or acquisition of contracts to perform work or render services;

[Definition of 'occupational detriment' substituted by s. 1 (d) of [Act 5 of 2017](#) (wef 2 August 2017).]

'organ of state' means-

- (a) any department of state or administration in the national or provincial sphere of government or any municipality in the local sphere of government; or
- (b) any other functionary or institution when-
 - (i) exercising a power or performing a duty in terms of the Constitution or a provincial constitution; or
 - (ii) exercising a public power or performing a public function in terms of any legislation;

'prescribed' means prescribed by regulation in terms of section 10;

'protected disclosure' means a *disclosure* made to-

- (a) a *legal* adviser in accordance with section 5;
- (b) an *employer* in accordance with section 6;
- (c) a member of Cabinet or of the Executive Council of a province in accordance with section 7;
- (d) a person or body in accordance with section 8; or
- (e) any other person or body in accordance with section 9,

but does not, subject to section 9A, include a *disclosure*-

- (i) in respect of which the *employee* or *worker* concerned commits a criminal offence by making that *disclosure*; or
- (ii) made by a legal adviser to whom the information concerned was disclosed in the course of obtaining legal advice in accordance with section 5;

[Definition of 'protected disclosure' amended by s. 1 (e) of [Act 5 of 2017](#) (wef 2 August 2017).]

'temporary employment service' means any person who, for reward, procures for or provides to a client other persons who-

- (a) render services to, or perform work for, the client; and

(b) are remunerated by the *temporary employment service*;

[Definition of 'temporary employment service' inserted by s. 1 (f) of [Act 5 of 2017](#) (wef 2 August 2017).]

'**this Act**' includes any regulation made in terms of section 10;

'**worker**' means-

(a) any person who works or worked for another person or for the State; or

(b) any other person who in any manner assists or assisted in carrying on or conducting or conducted the business of an *employer* or client,

as an independent contractor, consultant, agent; or

(c) any person who renders services to a client while being employed by a *temporary employment service*.

[Definition of 'worker' added by s. 1 (g) of [Act 5 of 2017](#) (wef 2 August 2017).]

[2](#) The administration and the powers or functions entrusted by legislation transferred to the Minister of Justice and Constitutional Development (Proc 199 in GG 51368 of 11 October 2024)

2 Objects and application of Act

(1) The objects of *this Act* are-

(a) to protect an *employee* or *worker*, whether in the private or the public sector, from being subjected to an *occupational detriment* on account of having made a *protected disclosure*;

(b) to provide for certain remedies in connection with any *occupational detriment* suffered on account of having made a *protected disclosure*; and

(c) to provide for procedures in terms of which an *employee* or *worker* can, in a responsible manner, disclose information regarding *improprieties* by his or her *employer*.

[Sub-s. (1) substituted by s. 2 (a) of [Act 5 of 2017](#) (wef 2 August 2017).]

(2) *This Act* applies to any *protected disclosure* made after the date on which this section comes into operation, irrespective of whether or not the *impropriety* concerned has occurred before or after the said date.

(3) Any provision in a contract of employment or other agreement between an *employer* and an *employee* or *worker* is void in so far as it-

(a) purports to exclude any provision of *this Act*, including an agreement to refrain from instituting or continuing any proceedings under *this Act* or any proceedings for breach of contract; or

(b) (i) purports to preclude the *employee* or *worker*; or

(ii) has the effect of discouraging the *employee* or *worker*,

from making a protected disclosure.

[Sub-s. (3) substituted by s. 2 (b) of [Act 5 of 2017](#) (wef 2 August 2017).]

3 Employee or worker making protected disclosure not to be subjected to occupational detriment

No *employee* or *worker* may be subjected to any *occupational detriment* by his or her *employer* on account, or partly on account, of having made a *protected disclosure*.

[S. 3 substituted by [s. 3](#) of [Act 5 of 2017](#) (wef 2 August 2017).]

3A Joint liability

Where an *employer*, under the express or implied authority or with the knowledge of a client, subjects an *employee* or a *worker* to an *occupational detriment*, both the *employer* and the client are jointly and severally liable.

[S. 3A inserted by [s. 4](#) of [Act 5 of 2017](#) (wef 2 August 2017).]

3B Duty to inform employee or worker

(1) Any person or body to whom a *protected disclosure* has been made in terms of section 6, 7 or 8, respectively, must, subject to subsection (3), as soon as reasonably possible, but in any event within 21 days after the *protected disclosure* has been made-

(a) decide whether to-

(i) investigate the matter or not; or

(ii) refer the *disclosure* to another person or body if that *disclosure* could be investigated or dealt with more appropriately by that other person or body; and

(b) in writing acknowledge receipt of the *disclosure* by informing the *employee* or *worker* of the decision-

(i) to investigate the matter, and where possible, the time-frame within which the investigation will be completed;

(ii) not to investigate the matter and the reasons for such decision; or

(iii) to refer the *disclosure* to another person or body.

(2) The person or body to whom a *disclosure* is referred as contemplated in subsection (1) (a) (ii) must, subject to subsection (3), as soon as reasonably possible, but in any event within 21 days after such referral-

(a) decide whether to investigate the matter or not; and

(b) in writing inform the *employee* or *worker* of the decision-

(i) to investigate the matter, and where possible, the time-frame within which the investigation will be completed; or

(ii) not to investigate the matter and the reasons for such decision.

(3) The person or body, referred to in subsection (1) or (2), who is unable to decide within 21 days whether a matter should be investigated or not, must-

(a) in writing inform the *employee* or *worker*-

(i) that he, she or it is unable to take the decision within 21 days; and

(ii) on a regular basis, at intervals of not more than two months at a time, that the decision is still pending;

and

- (b) as soon as reasonably possible, but in any event within six months after the *protected disclosure* has been made or after the referral has been made, as the case may be, in writing inform the *employee* or *worker* of the decision-
 - (i) to investigate the matter, and where possible, the time-frame within which the investigation will be completed; or
 - (ii) not to investigate the matter and the reasons for such decision.

(4) The person or body, referred to in subsection (1) or (2), must, at the conclusion of an investigation, inform the *employee* or *worker* of the outcome thereof.

(5) The person or body, referred to in subsection (1) or (2), does not have to comply with-

- (a) subsection (1) (b), (2) (b), (3) or (4) if that person or body does not know the identity and contact details of the *employee* or *worker* who has made the disclosure; or
- (b) subsection (1) (b), (2) (b) or (3) if it is necessary to avoid prejudice to the prevention, detection or investigation of a criminal offence.

[S. 3B inserted by s. 4 of [Act 5 of 2017](#) (wef 2 August 2017).]

4 Remedies

(1) Any *employee* who has been subjected, is subjected or may be subjected, to an *occupational detriment* in breach of section 3, or anyone acting on behalf of an *employee* who is not able to act in his or her own name, may-

- (a) approach any court having jurisdiction, including the Labour Court established by [section 151](#) of the Labour Relations Act, 1995 ([Act 66 of 1995](#)), for appropriate relief; or
- (b) pursue any other process allowed or prescribed by any law.

[Sub-s. (1) amended by s. 5 (a) of [Act 5 of 2017](#) (wef 2 August 2017).]

(1A) Any *worker* who has been subjected, is subjected or may be subjected, to an *occupational detriment* in breach of section 3, or anyone on behalf of a *worker* who is not able to act in his or her own name, may approach any court having jurisdiction for appropriate relief.

[Sub-s. (1A) inserted by s. 5 (b) of [Act 5 of 2017](#) (wef 2 August 2017).]

(1B) If the court or tribunal, including the Labour Court is satisfied that an *employee* or *worker* has been subjected to or will be subjected to an *occupational detriment* on account of a *protected disclosure*, it may make an appropriate order that is just and equitable in the circumstances, including-

- (a) payment of compensation by the *employer* or client, as the case may be, to that *employee* or *worker*;
- (b) payment by the *employer* or client, as the case may be, of actual damages suffered by the *employee* or *worker*;
- or
- (c) an order directing the *employer* or client, as the case may be, to take steps to remedy the *occupational detriment*.

[Sub-s. (1B) inserted by s. 5 (b) of [Act 5 of 2017](#) (wef 2 August 2017).]

(2) For the purposes of the Labour Relations Act, 1995, including the consideration of any matter emanating from this Act by the Labour Court-

- (a) any dismissal in breach of section 3 is deemed to be an automatically unfair dismissal as contemplated in section 187 of that Act, and the dispute about such a dismissal may follow the procedure set out in Chapter VIII of that Act or any other process to recover damages in a competent court; and

[Para. (a) substituted by s. 5 (c) of [Act 5 of 2017](#) (wef 2 August 2017).]

- (b) any other *occupational detriment* in breach of section 3 is deemed to be an unfair labour practice as contemplated in section 186 (2) of that Act, and the dispute about such an unfair labour practice must follow the procedure set out in section 191: Provided that if the matter fails to be resolved through conciliation, it may be referred to the Labour Court for adjudication.

[Para. (b) substituted by s. 5 (c) of [Act 5 of 2017](#) (wef 2 August 2017).]

(3) Any *employee* who has made a *protected disclosure* and who reasonably believes that he or she may be adversely affected on account of having made that *disclosure*, must, at his or her request and if reasonably possible or practicable, be transferred from the post or position occupied by him or her at the time of the *disclosure* to another post or position in the same division or another division of his or her *employer* or, where the person making the *disclosure* is employed by an *organ of state*, to another *organ of state*.

(4) The terms and conditions of employment of a person transferred in terms of subsection (3) may not, without his or her written consent, be less favourable than the terms and conditions applicable to him or her immediately before his or her transfer.

[Sub-s. (4) substituted by s. 5 (d) of [Act 5 of 2017](#) (wef 2 August 2017).]

5 Protected disclosure to legal adviser

Any *disclosure* made-

- (a) to a legal practitioner or to a person whose occupation involves the giving of legal advice; and
- (b) with the object of and in the course of obtaining legal advice,

is a *protected disclosure*.

6 Protected disclosure to employer

(1) Any *disclosure* made in good faith-

- (a) and substantially in accordance with any procedure authorised by the *employee's* or *worker's employer* for reporting or otherwise remedying the *impropriety* concerned and the *employee* or *worker* has been made aware of the procedure as required in terms of subsection (2) (a) (ii); or
- (b) to the *employer* of the *employee* or *worker*, where there is no procedure as contemplated in paragraph (a),

is a *protected disclosure*.

(2) (a) Every *employer* must-

- (i) authorise appropriate internal procedures for receiving and dealing with information about *improprieties*; and

(ii) take reasonable steps to bring the internal procedures to the attention of every *employee* and *worker*.

(b) Any *employee* or *worker* who, in accordance with a procedure authorised by his or her *employer*, makes a *disclosure* to a person other than his or her *employer*, is deemed, for the purposes of *this Act*, to be making the *disclosure* to his or her *employer*.

[S. 6 substituted by s. 6 of [Act 5 of 2017](#) (wef 2 August 2017).]

7 Protected disclosure to member of Cabinet or Executive Council

Any *disclosure* made in good faith to a member of Cabinet or of the Executive Council of a province is a *protected disclosure* if the *employee's* or *worker's employer* is-

- (a) an individual appointed in terms of legislation by a member of Cabinet or of the Executive Council of a province;
- (b) a body, the members of which are appointed in terms of legislation by a member of Cabinet or of the Executive Council of a province; or
- (c) an *organ of state* falling within the area of responsibility of the member concerned.

[S. 7 amended by s. 7 of [Act 5 of 2017](#) (wef 2 August 2017).]

8 Protected disclosure to certain persons or bodies

(1) Any *disclosure* made in good faith to-

- (a) the Public Protector;
- (aA) the South African Human Rights Commission;
- (aB) the Commission for Gender Equality;
- (aC) the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities;
- (aD) the Public Service Commission;
- (b) the Auditor-General; or
- (c) a person or body *prescribed* for purposes of this section; and

in respect of which the *employee* or *worker* concerned reasonably believes that-

- (i) the relevant *impropriety* falls within any description of matters which, in the ordinary course are dealt with by the person or body concerned; and
- (ii) the information disclosed, and any allegation contained in it, are substantially true,

is a *protected disclosure*.

[Sub-s. (1) amended by s. 8 (a) of [Act 5 of 2017](#) (wef 2 August 2017).]

(2) A person or body referred to in, or *prescribed* in terms of, subsection (1) who is of the opinion that the matter would be more appropriately dealt with by another person or body referred to in, or *prescribed* in terms of, that subsection, must render such assistance to the *employee* or *worker* as is necessary to enable that *employee* or *worker* to comply with this section.

[Sub-s. (2) substituted by s. 8 (b) of [Act 5 of 2017](#) (wef 2 August 2017).]

9 General protected disclosure

(1) Any *disclosure* made in good faith by an *employee* or *worker*-

- (a) who reasonably believes that the information disclosed, and any allegation contained in it, are substantially true; and
- (b) who does not make the *disclosure* for purposes of personal gain, excluding any reward payable in terms of any law;

is a *protected disclosure* if-

- (i) one or more of the conditions referred to in subsection (2) apply; and
- (ii) in all the circumstances of the case, it is reasonable to make the *disclosure*.

[Sub-s. (1) amended by s. 9 (a) of [Act 5 of 2017](#) (wef 2 August 2017).]

(2) The conditions referred to in subsection (1) (i) are-

- (a) that at the time the *employee* or *worker* who makes the *disclosure* has reason to believe that he or she will be subjected to an *occupational detriment* if he or she makes a *disclosure* to his or her *employer* in accordance with section 6;
- (b) that, in a case where no person or body is *prescribed* for the purposes of section 8 in relation to the relevant *impropriety*, the *employee* or *worker* making the *disclosure* has reason to believe that it is likely that evidence relating to the *impropriety* will be concealed or destroyed if he or she makes the *disclosure* to his or her *employer*;
- (c) that the *employee* or *worker* making the *disclosure* has previously made a *disclosure* of substantially the same information to-
 - (i) his or her *employer*; or
 - (ii) a person or body referred to in section 8,in respect of which no action was taken within a reasonable period after the *disclosure*; or
- (d) that the *impropriety* is of an exceptionally serious nature.

[Sub-s. (2) substituted by s. 9 (b) of [Act 5 of 2017](#) (wef 2 August 2017).]

(3) In determining for the purposes of subsection (1) (ii) whether it is reasonable for the *employee* or *worker* to make the *disclosure*, consideration must be given to-

- (a) the identity of the person to whom the *disclosure* is made;
- (b) the seriousness of the *impropriety*;
- (c) whether the *impropriety* is continuing or is likely to occur in the future;
- (d) whether the *disclosure* is made in breach of a duty of confidentiality of the *employer* towards any other person;
- (e) in a case falling within subsection (2) (c), any action which the *employer* or the person or body to whom the *disclosure* was made, has taken, or might reasonably be expected to have taken, as a result of the previous *disclosure*;
- (f) in a case falling within subsection (2) (c) (i), whether in making the *disclosure* to the *employer* the *employee* or *worker* complied with any procedure which was authorised by the *employer*; and

[Para. (f) substituted by s. 9 (d) of [Act 5 of 2017](#) (wef 2 August 2017).]

(g) the public interest.

[Sub-s. (3) amended by s. 9 (c) of [Act 5 of 2017](#) (wef 2 August 2017).]

(4) For the purposes of this section a subsequent *disclosure* may be regarded as a *disclosure* of substantially the same information referred to in subsection (2) (c) where such subsequent *disclosure* extends to information concerning an action taken or not taken by any person as a result of the previous *disclosure*.

9A Exclusion of civil and criminal liability

(1) A court may find that an *employee* or *worker* who makes a *protected disclosure* of information-

- (a) referred to in paragraph (a) of the definition of *disclosure*; or
- (b) which shows or tends to show that a substantial contravention of, or failure to comply with the law has occurred, is occurring or is likely to occur,

shall not be liable to any civil, criminal or disciplinary proceedings by reason of having made the *disclosure* if such *disclosure* is prohibited by any other law, oath, contract, practice or agreement requiring him or her to maintain confidentiality or otherwise restricting the *disclosure* of the information with respect to a matter.

(2) Exclusion of liability as contemplated in subsection (1) does not extend to the civil or criminal liability of the *employee* or *worker* for his or her participation in the disclosed *impropriety*.

[S. 9A inserted by [s. 10](#) of [Act 5 of 2017](#) (wef 2 August 2017).]

9B Disclosure of false information

(1) An *employee* or *worker* who intentionally discloses false information-

- (a) knowing that information to be false or who ought reasonably to have known that the information is false; and
- (b) with the intention to cause harm to the affected party and where the affected party has suffered harm as a result of such *disclosure*,

is guilty of an offence and is liable on conviction to a fine or to imprisonment for a period not exceeding two years or to both a fine and such imprisonment.

(2) (a) The institution of a prosecution for an offence referred to in subsection (1) must be authorised in writing by the Director of Public Prosecutions.

(b) The Director of Public Prosecutions concerned may delegate his or her power to decide whether a prosecution in terms of this section should be instituted or not.

[S. 9B inserted by [s. 10](#) of [Act 5 of 2017](#) (wef 2 August 2017).]

10 Regulations

(1) The *Minister* may, after consultation with the Minister for the Public Service and Administration, by notice in the *Gazette* make regulations regarding-

- (a) for the purposes of section 8 (1), matters which, in addition to the legislative provisions pertaining to such functionaries, may in the ordinary course be referred to any of the persons or bodies referred to in section 8 (1);
[Para. (a) substituted by [s. 21](#) of [Act 15 of 2023](#) (wef 3 April 2024).]
- (b) any administrative or procedural matter necessary to give effect to the provisions of *this Act*; and
- (c) any other matter which is required or permitted by *this Act* to be prescribed.

(2) Any regulation made for the purposes of section 8 (1) (c) must specify persons or bodies and the descriptions of matters in respect of which each person or body is prescribed.

(3) Any regulation made in terms of this section must be submitted to Parliament before publication thereof in the *Gazette*.

(4) (a) The *Minister* must, after consultation with the Minister for the Public Service and Administration, issue practical guidelines which explain the provisions of *this Act* and all procedures which are available in terms of any law to *employees* or *workers* who wish to report or otherwise remedy an *impropriety*.

[Para. (a) substituted by [s. 11](#) of [Act 5 of 2017](#) (wef 2 August 2017).]

(b) The guidelines referred to in paragraph (a) must be approved by Parliament before publication in the *Gazette*.

(c) All organs of state must give to every *employee* or *worker* a copy of the guidelines referred to in paragraph (a) or must take reasonable steps to bring the relevant notice to the attention of every *employee* or *worker*.

[Para. (c) substituted by [s. 11](#) of [Act 5 of 2017](#) (wef 2 August 2017).]

11 Short title and commencement

This Act is called the Protected Disclosures Act, 2000, and commences on a date determined by the President by proclamation in the *Gazette*.
