



RISK, COMPLIANCE AND AML TRAINING

Whistleblowing and Speak Up Programmes

2 day course

Classroom, online or in-house

Course overview

Most serious internal wrongdoing is known to somebody before it is discovered by anybody official, and whether it surfaces depends on whether reporting looks safe. This course covers making it so. Delegates work through the legal protections available to a discloser and their practical limits, channel design including anonymity, independence and accessibility for staff without email, and the intake process that treats a report seriously from the first contact. Investigation is covered: scope, evidence, interviewing and the fairness owed to the person accused. Retaliation is treated directly, including how it usually appears. The course closes on reporting to the board, on trend analysis and on the programme metrics that indicate health rather than volume.

What you will learn

- Explain the legal protections available to a discloser and their limits
- Design channels that are anonymous, independent and genuinely accessible
- Run an intake process that treats reports seriously from first contact
- Scope and conduct an investigation fairly to all parties
- Recognise retaliation in the forms it usually takes
- Report to the board and analyse trends across reports
- Select programme metrics that indicate health rather than volume

Who should attend

- Compliance and ethics officers
- Internal audit and investigation staff
- Human resources practitioners
- Company secretaries and board committee members
- Managers who may receive a report directly

Course outline

- 01 Somebody always knows first
- 02 Legal protections and their limits
- 03 Channel design and anonymity
- 04 Accessibility for the whole workforce
- 05 Intake and triage
- 06 Investigation scope, evidence and interviews
- 07 Fairness to the person accused
- 08 Retaliation, board reporting and programme metrics

Upcoming dates

Dates	Venue	Format	Fee per delegate
16 to 17 December 2026	Mbabane, Eswatini	Classroom	R11,950
12 to 13 January 2027	Lusaka, Zambia	Classroom	USD 795
27 to 28 January 2027	Online	Online	R6,500
2 to 3 March 2027	Addis Ababa, Ethiopia	Classroom	USD 795



Fees and how to register

This 2 day course is **R6,500** per delegate online, **R11,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 795** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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