
REPORT OF THE MONITORING OFFICER AND
HEAD OF INTERNAL AUDIT

TO
WORKFORCE PANEL
ON
24th SEPTEMBER 2019

TITLE: Whistleblowing Policy (2019 update)

RECOMMENDATIONS: The Workforce Panel are asked to consider and approve the revised Whistleblowing Policy.

EXECUTIVE SUMMARY: The council's Whistleblowing Policy is reviewed regularly to ensure it remains consistent with good practice, emergent legal requirements, and supports the council's counter fraud strategy effectively.

The Policy has been revised to make it more user friendly and ensure consistency with the good practice model promoted nationally by Protect, (formerly known as Public Concern at Work) the whistleblowing charity. The principles, meaning and associated processes are unchanged and the policy is consistent with the latest legal/regulatory requirements.

BACKGROUND DOCUMENTS: See attached policy (Appendix A)

KEY DECISION: NO

DETAILS: See attached policy (Appendix A)

KEY COUNCIL POLICIES: Anti-Fraud & Anti-Corruption Policy Statement

EQUALITY IMPACT ASSESSMENT AND IMPLICATIONS: Adherence to legislative requirements should ensure whistleblowers rights are protected and referrals are dealt with in a fair, equitable and proportionate way.

ASSESSMENT OF RISK: The council must ensure that it complies with the requirements of The Public Interest Disclosure Act 1988, known as the “Whistleblowing Act”

LEGAL IMPLICATIONS Supplied by: Miranda Carruthers Watt, Monitoring Officer

The council has a legal obligation to ensure that its business is conducted in accordance with the law and proper standards. There is also a duty on the council to ensure that public money is safeguarded and properly accounted for. The City Council’s counter fraud policies, which include the Whistleblowing Policy are adopted and implemented to ensure it meets its statutory duties and does not exceed the powers available.

The Whistleblowing Policy complies with the Public Interest Disclosure Act 1998 which is contained within the Employment Rights Act 1996. The Council’s policy affords protection to individuals who make certain disclosures of information in the public interest.

Final approval of the policy will be by Workforce Panel.

FINANCIAL IMPLICATIONS Supplied by: N/A

PROCUREMENT IMPLICATIONS Supplied by: N/A

HR IMPLICATIONS Supplied by: Steve Hulme, Strategic HR Manager

The HR Team support managers and the Internal Audit Team to discharge the council’s responsibilities under this policy, including supporting and protecting whistleblowers and facilitating disciplinary processes.

Consultation on the attached policy has been undertaken with Trade Unions (joint secretaries).

OTHER DIRECTORATES CONSULTED: N/A

CONTACT OFFICER: David Smith, Internal Audit Manager TEL NO: Ext 6969

WARDS TO WHICH REPORT RELATES: N/A