
Audit and Governance Committee

13th February 2012

Report of the Assistant Director, Governance and ICT

Whistleblowing Policy and Procedures

Summary

- 1 This report shares with Members the latest draft of a revised whistleblowing policy and procedures for the Council.

Background

- 2 Good governance requires organisations to take malpractice seriously and to ensure that staff and others have adequate means to raise concerns about such malpractice. The Council has a whistleblowing policy which sets out the Council's commitment to these principles and describes the legal protection available to those who raise matters of concern.
- 3 It is good practice to review the whistleblowing arrangements from time to time and such a review has recently been undertaken led by the Officer Governance Group. As a result of that review, changes have been proposed to the arrangements. These include an overall simplification of the current procedures by identifying a single point of contact for most whistleblowing. In addition the arrangements are proposed to be set out in one document rather than the three currently used.
- 4 The latest draft of the new arrangements is contained in the annex to this report.

Consultation

- 5 The Standards Committee and the trades unions have been consulted on the proposals and the current draft reflects their comments.

Options

- 6 The Committee may express support for the current proposals or suggest amendments or additions to the draft arrangements.

Analysis

- 7 Not relevant for the purpose of the report.

Corporate Priorities

- 8 Confident and collaborative organisations welcome feedback and want their employees to feel comfortable in raising concerns. This report supports that objective.

Implications

- 9 **Legal** – the Public Interest Disclosure Act 1998 protects employees who make “protected disclosures”. The proposed arrangements ensure that potential whistleblowers know how to raise matters of concern in a proper way which protects them and allows the Council to address any issues.
- 10 There are no other specific implications which need to be identified.

Risk Management Assessment

- 11 The Council could suffer reputational and other damage if malpractice goes on undiscovered. The Council could also suffer reputational damage if disclosures are made in an inappropriate way.

Recommendation

- 12 Members are asked to:
 - (a) Support the draft whistleblowing arrangements contained in the annex to this report.

Reason

To confirm the Committee’s support for a key aspect of the Council’s governance arrangements’

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Report
Approved



Date 23/1/12

Specialist Implications Officers

Not applicable

Wards Affected: Not applicable

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For further information please contact the author of the report

Background Papers

None

Annexes

Draft Whistleblowing arrangements'