



Committee and Date

Audit Committee

26 June 2014

2013/2014 Review of the Whistleblowing - ‘Speaking Up About Wrongdoing’

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1. Summary

The Whistleblowing process provides arrangements to enable employees, elected members, contractors and others to raise concerns about fraud, corruption, adult/child protection or harassment and bullying allegations.

This report provides an update to the Shropshire Council Audit Committee on the number of cases raised regarding Council employees over the last year (excluding school based employees).

2. Recommendations

The Audit Committee is asked to:

- a. Consider and comment on the contents of the report.

REPORT

3. Risk Assessment and Opportunities Appraisal

- 3.1 The Council has in place an effective Counter Fraud, Bribery and Anti-Corruption Strategy. The Council proactively encourages the detection of fraud and irregularities and the appropriate management of them. The Whistleblowing policies contribute to our zero tolerance of fraud, bribery and corruption.
- 3.2 The recommendations contained in this report are compatible with the provisions of the Human Rights Act 1998. There are no direct environmental, equalities, consultation or climate change consequences of this proposal.

4. Financial Implications

- 4.1 The management and investigation of issues raised in response to this policy are met from approved budgets.

5. Background

- 5.1 This is an annual report to Audit Committee on whistleblowing arrangements.
- 5.2 The Whistleblowing Policy is available to all staff via the Intranet pages and is also available to them, along with members, contractors, partners and the public, via the web-site; allowing it to be accessed from any computer. This is particularly important as it allows staff to access the policy outside of a work environment, where they may be reluctant to be seen accessing the Whistleblowing policy.
- 5.3 In 2013/14, there were five cases relating to employees reported under the whistleblowing arrangements for Shropshire Council.

2013/14 Whistleblowing Reports

Route in	Allegation	Procedure Used	Outcome
Verbal	Falsification of records	Audit Investigation and Disciplinary	Employee dismissed.
Verbal	Theft	Audit Investigation and Disciplinary	Employee dismissed.
Verbal	Running own business	Audit investigation and disciplinary	NCTA
Verbal	Falsification of records	Audit investigation	NCTA
Written	Issuing permit for personal use	Audit investigation	NCTA ¹

6. Conclusion

- 6.1 The ‘Speaking up about Wrongdoing’ process forms a key element of the Council’s Corporate Governance arrangements and is continuing to be a route employees use to raise concerns, as well as a route which is also open to elected members, contractors, partners and others.

List of background papers (This MUST be completed for all reports but does not include items containing exempt or confidential information) – None

Cabinet Member (Portfolio Holder) Keith Barrow (Leader of the Council) and (Chairman of Audit Committee)

Local Member- N/A

¹ NCTA No case to answer