

SUBJECT: WHISTLE-BLOWING CASES

MEETING: STANDARDS COMMITTEE

DATE: March 2019

1. PURPOSE:

The purpose of this report is to provide Standards Committee with information in relation to the number of whistleblowing cases in Monmouthshire County Council. This report is provided on an annual basis.

2. RECOMMENDATIONS:

That the Committee notes the information.

3. KEY ISSUES:

Whistleblowing is defined as:

‘The disclosure by an employee or professional of confidential information which relates to some danger, fraud, or other illegal or unethical conduct connected with the work place, be it of the employer or his/her fellow employees’ (Public Concern at Work Guidelines 1997).

The Whistle-blowing Policy was reviewed and updated in 2017.

A record of all whistle-blowing cases is held centrally in secure location.

YEAR (1 April – 31 March)	NUMBER OF CASES
2015 -16	2
2016 -17	0
2017 -18	3
2018 19 (to date)	2

The above table shows that in the last 3 years MCC has dealt with 7 cases of whistleblowing.

4. REASONS:

Monmouthshire County Council and school Governing Bodies expect the highest standards of conduct from all employees and therefore encourage employees and others with serious concerns about any aspect of the Council/School's work to come forward and voice those concerns in a safe environment.

In line with the Council's commitment to openness, probity and accountability, employees are encouraged to raise concerns. Such concerns will be taken seriously, investigated and appropriate action taken in response. The Whistle-blowing Policy is designed to ensure that concerns about wrongdoing or malpractice can be raised without fear of victimisation, subsequent discrimination, disadvantage or dismissal.

The policy aims to:

- Encourage an individual to feel confident to raise a serious concern at the earliest opportunity
- Provide a route for an individual to raise concerns and to receive feedback on any action taken
- Provide reassurance that an individual will be protected from reprisals or victimisation if they have made a disclosure in good faith.

5. BACKGROUND PAPERS:

None

6. AUTHOR:

Sally Thomas HR Manager

Tel: 07900 651564

E-mail: sallythomas@monmouthshire.gov.uk