



Havering
LONDON BOROUGH

AUDIT COMMITTEE

Subject Heading:

**ANNUAL REVIEW OF THE COUNCIL'S
WHISTLEBLOWING ARRANGEMENTS**

Report Author and contact details:

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Policy context:

To update the Committee on the
arrangements in place and report on
activity in 2010/11.

Financial summary:

N/A

SUMMARY

Robust arrangements regarding Whistleblowing, also known as 'Confidential Reporting', is a key in maintaining effective governance arrangements within the Public Sector. It is a process used to "empower the honest majority" in the fight against fraud and corruption.

The review of the Council's Whistleblowing arrangements was undertaken in March 2011, by the Interim Internal Audit & Corporate Risk Manager (IA&CRM). No specific actions have arisen from the review.

London Borough of Havering received 10 Whistleblowing reports during the period April 2010 – March 2011.

RECOMMENDATIONS

- 1 To note the contents of the report.

REPORT DETAIL

1. **Whistleblowing Arrangements**

1.1 The details of the Whistleblowing reports received in 2010/11 are contained in the table below.

1.2 The Whistleblowing information is located with the Human Resources policies and procedures on the intranet. All new starters to the organisation receive a copy of the policy as part of their induction pack, which they are asked to sign a declaration indicating they have received and read. Reminders are sent to all staff in year via team briefs and pay slip messages. Information on Whistleblowing is also included within the manager's induction days and other training/awareness workshops.

	How Received	Description	Action taken
1	Email	Concerns regarding external commitments of member of staff	Member of staff has been spoken to with regards to future conduct.
2	Member of Staff	Allegation of use and misuse of computer	Internal Audit carried out forensic examination of PC. No case to answer.
3	Anonymous	Allegation of misuse of internet and abuse of time recording	Internal Audit investigation. In progress.
4	Anonymous Letter	Concerns raised relating to day centres	Internal Audit investigation in progress
5	Member of Staff	Concerns re. the employment of a relative	Internal Audit review of recruitment process. No case to answer
6	Anonymous	Concerns re. payment of members allowance and HB claims	DWP investigation in progress
7	Member of staff	Concerns relating to flexi records	Review of flexi sheets and car park logs carried out. Warning issued to staff member.

	How Received	Description	Action taken
8	Anonymous	Allegations of misuse and abuse of internet during working hours	Internal Audit investigation carried out member of staff dismissed.
9	Anonymous	Allegations of abuse of working hours and failure to follow council procedures	Internal Audit investigation carried out agency workers contract ended.
10	Anonymous	Alleged abuse of working time.	Internal Audit Investigation in progress.

1.3 The 10 Whistleblower reports in the period compares to 6 received during 2009/10.

IMPLICATIONS AND RISKS

Financial implications and risks:

Fraud and corruption will often lead to financial loss to the authority. By maintaining robust anti fraud and corruption arrangements and a clear strategy in this area, the risk of such losses will be reduced. Arrangements must be sufficient to ensure that controls are implemented, based on risk, to prevent, deter and detect fraud. The work of the fraud team often identifies losses which may be recouped by the Council. There are no financial implications or risks arising directly from this report.

Legal implications and risks:

None arising directly from this report.

Human Resources implications and risks:

None arising directly from this report.

Equalities implications and risks:

None arising directly from this report.

BACKGROUND PAPERS

None.