

CHESHIRE FIRE AUTHORITY

MEETING OF: GOVERNANCE AND CONSTITUTION COMMITTEE
DATE: 5TH JULY 2017
REPORT OF: DIRECTOR OF GOVERNANCE AND COMMISSIONING
AUTHOR: ANDREW LEADBETTER

SUBJECT: WHISTLEBLOWING POLICY AND PROCEDURE –
ANNUAL REPORT 2016-17

Purpose of Report

1. The purpose of this report is to inform Members about whistleblowing for 2016-17.

Recommended That:

[1] the contents of the Report be noted.

Background

2. “Whistleblowing” is the term used to describe the raising of a concern by a worker who considers that there has been wrongdoing or malpractice by his employer or fellow workers and where it is in the public interest to do so.
3. The legislation, initially introduced in 1998, is designed to reduce malpractice in organisations and to ensure individuals can report malpractice without fear of reprisals. Provided they satisfy certain conditions in the way they report the wrongdoing the law protects workers from dismissal or detriment.

Information

The Authority’s Policy and Procedure on Whistleblowing

4. The Authority has a Whistleblowing Policy and Procedure which was last reviewed in July 2016 when changes were made to reflect the recommendations made in the Government’s Guidance for Employers and Code of Practice for Whistleblowing. This can currently be found in the Code of Conduct for Employees which is available on the intranet.
5. The Policy and Procedure has been reviewed and no changes are required apart from some amendments to the list of the names and contact details of officers within and outside the Authority to whom concerns can be reported. This list has been reviewed and updated and the revised list is now attached as Appendix 1.

6. The list has been updated as follows:

- There have been some changes to post holders and changes to job titles as a result of Blue Light Collaboration.
- It was agreed that the Chair of this committee would be the lead Member for Whistleblowing within the Authority and the Chair has now been added to the list of persons with whom concerns can be raised.
- It is important for whistleblowers to have access to the right contact details, both phone and email, so that they can approach the relevant person by their preferred means of communication. Email addresses have now been added to the information provided.

Whistleblowing Complaints

7. The Authority has been contacted by Safecall since the last report to this committee in 2016. Officers will provide further detail at the meeting in private session.

Financial Implications

8. There are no additional resource implications arising from this report.

Legal Implications

9. The policy and procedure ensure compliance with the legislation and mitigate risks to the Authority's reputation.

Equality & Diversity Implications

10. The policy and procedure minimise the risk of reprisals against those raising concerns and allow possible concerns about discriminatory practices to be raised internally and dealt with appropriately without recourse to litigation.

Environmental Implications

11. There are no environmental implications.

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BACKGROUND PAPERS: NONE