

# **WEST DUNBARTONSHIRE COUNCIL**

## **Report by Head of Personnel Services**

**Joint Consultative Forum – 28<sup>th</sup> November 2006**

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**Subject: Activity on Whistleblowing Hotline**

### **1. Purpose**

- 1.1** To provide the written response requested at the JCF 31<sup>st</sup> August 2006, in relation to information of any malicious allegations made through the Whistleblowing Hotline.

### **2. Background**

- 2.1** The Public Interest Disclosure Act which came into effect on 2<sup>nd</sup> July 1999 provides protection for workers who make certain disclosures of information about maladministration or malpractice in the public sector.
- 2.2** Where it is proved that false allegations are made deliberately or maliciously, this will be viewed seriously and the complainant may be liable to action being taken under the Council's Disciplinary Procedures.

### **3. Main Issues**

- 3.1** Internal Audit advise to date there is no evidence of malicious allegations and therefore no disciplinaries have taken place.

### **4. Personnel Issues**

- 4.1** Personnel implications area outlined above.

### **5. Financial Implications**

- 5.1** There are no financial implications.

### **6. Conclusions**

- 6.1** Corporate Personnel agree with the Trade Unions the importance of ensuring that any employee making a confidential report will be protected against being subjected to any detriment such as dismissal, harassment, victimisation or any other form of punitive sanction as a result of making the disclosure in good faith, however also agrees that employees must be protected against malicious allegations and will invoke the disciplinary procedures where required.

## **7. Recommendations**

- 7.1** That activity on the Whistleblowing Hotline continue to be monitored
- 7.2** A report on activity on the Whistleblowing Hotline detailing numbers of any malicious allegations is provided to a JCF in 6 months time.

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Tricia O'Neill  
Head of Personnel Services

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**Background Papers:** Nil.

**Wards Affected:** All Wards.