

**Whistleblowing Details 2011/12****Summary of cases as at 30.06.11**

Month	Number of reported cases
April'11	1
May'11	5
June'11	7

Date	Detail	Date Completed	Outcome
19.04.11	Allegation that an employee while at work is under the influence of alcohol.	19.04.11	Allegation founded. In line with Council policy the employee was sent home and Department sought guidance from HR on taking matters forward.
13.05.11	Allegations that 1. Council equipment was delivered to the home of a WDC employee for personal use. 2. The employee did not pay for the hire of this equipment. 3. The employee did not apply for a required permit in relation to the use of this equipment.	15.06.11	Allegations founded. Report issued to department for action.
16.05.11	Allegation of bullying within a WDC establishment causing an employee much stress.	08.06.11	Details passed to HR Employee Relations Case Management Team to investigate. Following communication between the employee and HR, the employee stated that they did not, at this stage, want to follow any of the procedures designed to support employees. Employee advised that unless further information can be provided an investigation would not be possible as there are no facts to investigate.
10.05.11	Allegation of misuse of Disabled Parking (blue badge).	13.06.11	Due to the content of allegation the details were passed to Strathclyde Police to investigate.
16.05.11	Allegations received: 1. Dangerous parking of vehicles by a resident operating a business from a private address. 2. Non domestic rates element for business is not being charged. Whistleblower alleges the resident claims to 'have influence with high ups in finance and community charge department'.	08.07.11	1. Details involving the allegation of dangerous parking passed to Strathclyde Police.  2. There is no liability for Non Domestic Rates. Assessor would only consider putting the property on the Valuation Roll for rates if a 'change of use determination' was required by our Planning Services. No application is pending. No evidence to substantiate the allegations made in the report regarding any influence with Finance.
20.05.11	Allegation that an employee has been in a temporary post for so long that he is nearly entitled to be given a permanent post without interview. Whistleblower believes this to be unfair.	23.05.11	Allegation unfounded. This temporary appointment was due to the backfill of an individual on secondment. Any permanent posts would be recruited in line with WDC policies.

06.06.11	Allegation that members of the public have been approached by Council employees and asked to send letters of support to senior management in respect of an employee currently on suspension. The caller considers this to be inappropriate.	O/S	Allegation currently under investigation by the department.
08.06.11	Allegation that the selection criteria for posts within a department's restructure is flawed and not all selection criteria was taken into consideration.  Nb. This is one of three allegations regarding the same selection process received through the Whistleblowing facility.	O/S	Allegation currently under investigation.
08.06.11	Allegation that the selection process being applied by a department is not fair, proper or within the Council guidelines on matching process.  Nb. This is the second of three allegations received concerning the same selection process.	O/S	Allegation currently under investigation
16.06.11	Allegation that a number of staff at a particular WDC establishment are not clocking out for smoke breaks and are therefore gaining flexi time. Caller thinks employees are out smoking for an average of an hour a day.	22.06.11	Associated Departments have issued instructions that smoke breaks should be kept to an absolute minimum and where the smoker is on the flexi-system, every break must be taken by clocking out and taking the break in the smoker's own time.
16.06.11	Allegation that the selection process applied by a department is flawed and shambolic. On occasions posts which have been filled have been brought about by favoritism.  Nb. This is the third allegation regarding the same selection process received.	O/S	Allegation currently under investigation
28.06.11	Allegation that a Council employee is working elsewhere during working hours.	14.07.11	Allegation unfounded. Department satisfied that this employee does not do private work during normal working hours.
30.06.11	Allegations of: 1. Misuse of Council property. 2. Employees failed to complete an accident report.	30.06.11	No further action taken as insufficient information was provided.