

WHISTLEBLOWING POLICY AND PROCEDURE
WDA 05/06

Recommendation

That: the Whistleblowing Policy and Procedure attached to the report be adopted.

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Report of the Director of Waste Disposal

1. **Purpose of the Report**

To seek the Authority's approval to the introduction of a formal Whistleblowing Policy and Procedure.

2. **Background**

2.1 The Public Interest Disclosure Act 1998 protects workers who 'blow the whistle' about wrongdoing within the workplace.

2.2 The Act applies to people at work who wish to raise genuine concerns about crime, civil offences, miscarriage of justice, danger to health and safety or the environment. It applies whether or not the information is confidential.

2.3 Although there are existing procedures in place to enable employees to lodge a grievance relating to their own employment and a complaints procedure to deal with public complaints, the Authority currently has no formal whistleblowing policy.

2.4 A Whistleblowing Policy provides an explanation that the Public Interest Disclosure Act 1998 protects employees who report wrongdoing within the workplace and which relates to the Authority's procedures.

2.5 As part of the Audit Commissions review of the Authority's Corporate Governance they recommend the introduction of formal Whistleblowing arrangements.

3. **Current Situation**

3.1 A draft Whistleblowing Policy and Procedure is attached for Members' consideration. (Appendix 1)

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- 3.2 The draft sets out a suggested overall policy which encourages employees to voice any serious concerns about any aspect of the Authority's business and, details the appropriate avenues that exists to deal with any such concern.
- 3.3 The aims of the proposed policy are :-
- To ensure the Authority is committed to the highest possible standards of openness, probity and accountability.
 - Encourage employees to feel confident in raising concerns.
 - Provide avenues for those concerns to be raised and receive feedback on any action taken.
 - Reassure employees that they will be protected from possible reprisals of victimisation if they make a disclosure in good faith.
- 3.4 The policy also includes procedural direction for any person who raises a concern within the workplace.
- 3.5 Any concerns raised will be dealt with through the normal channels which currently exist within the Authority's other procedures.

4. Financial Implications

There are no financial implication involved in the adoption of the Whistleblowing Policy and Procedure.

5. Conclusion

The Director recommends that Members approve the proposed Whistleblowing Policy and Procedure.

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