

CYNGOR SIR POWYS COUNTY COUNCIL

BOARD PORTFOLIO HOLDER FOR HUMAN RESOURCES
(28th June, 2011)

REPORT AUTHOR: Karen Williams, Head of Human Resources

SUBJECT: Whistle-blowing Policy

REPORT FOR: Decision

Introduction

The Council's Whistle-blowing Policy has been revised.

The Whistle-blowing Policy was discussed at a Policy Development workshop, members of the Council's Standards Committee have contributed to its content. The Policy was also discussed and agreed as sound by the Standards Committee on 23rd June and Audit Committee on 27th June.

Policy Sign Off

The Trade Unions have had opportunity to comment on this policy and any suggestions have either been included or reasons given why they may not be suitable for the policy content. It is requested that the Portfolio Holder for HR signs off the Policies so that they can be communicated to employees and included on the Council's HR Intranet Site.

Corporate Improvement Plan

The revised Whistle-blowing Policy is included in the workforce efficiency programme contained with Powys Change Programme.

Options Considered/Available

1. To not replace or review the policy in question.
2. To update the policy in question.

Preferred Choice and Reasons

Option 2 is the preferred choice: To ensure that the Council upholds fair and consistent employment practices which support service areas to manage their workforces as they are affected by issues relating to Whistle-blowing.

Option 1 is not a viable choice as the current Policies are no longer deemed fit for purpose.

Sustainability and Environmental Issues/Equalities/Crime and Disorder/Other Policies

The revisions would ensure that the Council provides consistent employment practices in order to maintain service continuity.

Other Front Line Services

Heads of Service and their Managers are involved in the Policy Development Workshops and middle managers in the Property Rationalisation Forum. The impact on their services have therefore been considered and included where appropriate.

Support Services (Legal, Finance, HR, ICT, BPU)

Legal – Legal Services have been involved in the development of these Policies.

Finance – There are no budget implications for this revised Policy.

Statutory Officers

Monitoring Officer – The new policy appears acceptable.

Section 151 Officer -

| | |
|---|---|
| Recommendation: It is proposed that the Whistle-blowing Policy is authorised so that it can be implemented & communicated to employees. | Reason for Recommendation: Implementation of a Fit for Purpose, updated Policy. |
|---|---|

| | | | |
|-------------------------------|----------|-----------------------|----------|
| Relevant Policy (ies): | | | |
| Within Policy: | N | Within Budget: | Y |

| | |
|----------------------------------|--|
| Relevant Local Member(s): | |
|----------------------------------|--|

| | |
|---|---|
| Person(s) To Implement Decision: | Karen Williams, Interim Head of HR |
| Date By When Decision To Be Implemented: | 1st April, 2011 |

| | | | |
|------------------------------|--------------|--------------|--|
| Contact Officer Name: | Tel: | Fax: | Email: |
| Lesley Rossiter | 01597 826070 | 01597 826215 | lesley.rossiter@powys.gov.uk |

Councillor Tony Thomas, HR Portfolio Holder

..... (Signature) 9/8/2011 (Date)

..... Tony Thomas (Print Name)