

**PE1488/R**

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**My Ref:** FCS/150414  
**Contact:** David Marshall  
**Date:** 15 April 2014



Mr N Sharratt  
Scottish Parliament  
Edinburgh  
EH99 1SP

Dear Mr Sharratt

### **CONSIDERATION OF PETITION PE1488**

Following your correspondence of 19 March 2014, I have outlined the response from Renfrewshire Council to the question:

- How are elected members of local authorities involved in the local authority's whistleblowing policy.

The Council is committed to the highest possible standards of openness, probity and accountability and as such has implemented a whistleblowing policy to encourage employees to come forward and voice their concerns about malpractice, wrongdoing or serious failure of standards of work.

As with all other employment policies, the Council's Whistleblowing Policy was developed through consultation with stakeholders which included the elected members. Before the policy could be implemented across the Council it is required to be approved by a board of elected members. Therefore elected members were involved in the development and approval process of the Whistleblowing Policy within the Council.

Any issues raised via the Whistleblowing Policy are investigated by appropriate officers within the Council or depending on the nature or seriousness may be reported to the Police. Following an investigation it may be found that a breach of conduct has occurred, for example, fraud or misuse of equipment or information of where an employee has made a malicious or vexatious allegation. In these cases the Council's Disciplinary Procedures may be invoked and disciplinary action may be taken. Elected members are involved in the final stages of the Disciplinary Procedures through their role as appeal panel members.

Should a whistleblowing incident result in an internal audit investigation then a report would be submitted to the Audit Scrutiny and Petition Board which comprises of elected members.



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In addition, employees of the Council who are also residents in Renfrewshire can raise a complaint about the services of the Council to their elected member. Depending on the nature of the complaint, the elected member may initiate further investigation that may be covered within the Whistleblowing Policy or other Council policies and procedures.

Elected members therefore have had a role in the development, approval and implementation of the Council's Whistleblowing Policy. They may also be involved through links with other procedures, such as the Disciplinary Procedures.

I hope this response is of assistance and provides you with the information requested.

Yours sincerely

pp Lenore Robson (HR Adviser)

David Marshall  
Head of HR and Organisational Development

