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THE COUNCIL'S WHISTLEBLOWING POLICY

0800 169 6975

The Council's 24 hour Confidential Reporting Line has now moved to a new free phone number as follows:-

0800-169-6975

If you have a concern in the workplace involving:

- FRAUD or any other crime
- a RISK to the health and safety of you, your colleagues or the public
- a breach of the Council's LEGAL OBLIGATIONS and duties
- a miscarriage of JUSTICE

A COVER UP of any of the above then call the new free phone number now.
Help your council to protect jobs and services.

The new public interest disclosure act and
THE COUNCIL'S WHISTLEBLOWING POLICY

In a large organisation like the Council, there is always a risk that fraud or other malpractice may occur. Such activities cannot be tolerated and their rapid identification and elimination is of benefit to the Council, its employees and, above all, the residents of Greenwich.

The Council recognises that its employees are often the first people to suspect or realise that something is wrong. It is therefore fully committed to dealing responsibly and professionally with employees genuine concerns about fraud or other unlawful practices. The Council also recognises that, for a number of reasons, employees often feel reluctant to raise such concerns. That is why the Council welcomes the coming into force of the Public Interest Disclosure Act 1998, which gives new rights to 'whistleblowers'.

The New Law
From July 1999, the Public Interest Disclosure Act gives you legal protection if you are victimised or unfairly dismissed because you have 'blown the whistle' about particular concerns at work. The new Act covers whistleblowing where any of the following has occurred, is occurring, or is likely to occur:

- A criminal offence
- Failure to comply with a legal obligation
- A miscarriage of justice

- Endangerment of the health and safety of any person
- Damage to the environment
- Deliberate concealment (i.e. a cover up) of any of the above.

The new law imposes a number of restrictions on when and to whom you can express your concern and still receive the protection of the Act. Generally, the more public the disclosure, the greater the restrictions on employees. However, to make a disclosure to the Council (as your employer), you only need to act in good faith i.e. with an honest belief about the concern you raise. Through its policies and practice, the Council actively promotes you to raise concerns internally.

The Council's Whistleblowing Procedure and Confidential Reporting Hotline
The Council hopes that you will be able to mention to your line manager anything about work which is troubling you. If not, the Council already has in place a Confidential Reporting Hotline where you can report your concern in the strictest confidence. With the coming into force of the Public Interest Disclosure Act, the Council has fully reviewed its Whistleblowing Policy which will ensure that your concerns are investigated promptly and efficiently and, whenever possible, you will be advised of the outcome. The policy was drafted in consultation with staff, trade unions and the independent advice agency for whistleblowers, Public Concern At Work. The policy commits the Council to ensuring that you will not suffer any victimisation or be dismissed for raising a genuine concern. Copies of the policy are available from your personnel department.

What Should You Do?
If there is something troubling you enough to mention it to your family or friends, then please raise it with the Council. You should either speak to your manager or call:

The Confidential Hotline **0800-169-6975**(24 hour answer service)

Alternatively, you can contact the following in writing
or by telephone:

The Chief Finance Officer,
Chief Executive's Dept,
Wellington Street,
London SE18 6RA.
Telephone 020 8921 5240

The Chief Executive,
Chief Executive's Dept,
Town Hall, Wellington Street,
London SE18 6PW
Telephone: 020 8921 5000

All communications will be dealt with in the strictest confidence and all reasonable steps will be taken to protect your identity if you so wish.

A Word Of Warning
There is no legal protection if you make a malicious allegation. As you will understand, such allegations cause unnecessary harm to those accused and wastes time and money that could be spent investigating genuine concerns. Please note that

any reports which prove to be deliberately malicious or misleading will be treated as a serious breach of the Council's disciplinary code.

I hope that you will co-operate fully with this important policy.

Mary Ney
Chief Executive