

<b>SUMMARY OF WHISTLEBLOWING REFERRALS AND OUTCOMES 2021/22</b>		
<b>Directorate</b>	<b>Nature of concern</b>	<b>Outcome</b>
Growth & Regeneration	An allegation of use of sub-standard materials by a sub-contractor was received. The Whistleblower was contacted for more detail but denied making the referral and claimed it was a relative. They did not want to engage and the information provided was sparse and was from an ex BCC employee.	The referral was passed to the relevant manager to ensure effective management of the contractor's work. The Service committed to an increase in post inspection site visits to monitor this contractor's work and to inform Internal Audit if any fraudulent activity was suspected.
People	Non-compliance with Covid safety measures at a City Council office	A Health and safety inspection was completed by the Corporate Health & Safety Team and arrangements were found to be satisfactory and Covid compliant.
Growth & Regeneration	An agency Public Health Officer raised concerns about staff safety on visits and access to intelligence prior to visits.	Following an investigation, no significant issues were identified but some recommendations and minor updates to policy and procedure were agreed.
Growth & Regeneration	Allegations about the Responsive Repairs Service in relation to: - A flawed tender process and an undeclared conflict of interest. - Poor working and financial practices in relation to invoice payments - Inappropriate payments of shift work in the Responsive Repairs section.	No fraud was established. A report was issued with recommendations in respect of the conflict of interest. A planned audit review was carried out of the area and findings have been presented to Audit Committee. One issue was referred to Homes and Landlord Services management to resolve.
Growth & Regeneration	An allegation was received that a contractor was overcharging the City Council for their work and that Bristol City Council officers were colluding in the process.	An investigation concluded that the contract had been awarded through the correct process and there was no evidence of collusion by City Council officers.
People	Concerns were raised in relation to the quality of social care being given to service users.	Referred to management. Management have agreed to provide some additional training, review the process by which support assistants are informed of the medication required by service users and to review documentation used.
Growth & Regeneration	An allegation was received that an officer working in the Cemetery and Crematorium Service was involved in the theft and misuse of council property.	An investigation concluded that the allegation could not be substantiated but it identified significant weaknesses in stock control. Recommendations have been agreed and implemented by management.
Growth & Regeneration	An allegation was received that a City Council officer who had been absent from work on long term sickness started work for another employer before resigning from the City Council.	An investigation confirmed the allegation. Due to prompt action an overpayment was prevented. Criminal proceedings were not considered appropriate due to the short-term nature of the offence and there was no financial gain
Growth & Regeneration	Two referrals were assessed as personal grievances.	Referred to Human Resources.