

APPENDIX 1

No.	Details of Concern	Outcome
1.	<p>Allegation that particular staff are coming in late and leaving early. That staff are smoking in work vehicles. A member of staff is leaving early to go and do private work. An officer has gone off sick because that officer said that they had not been off sick for a while and wants to try to get ill health retirement.</p>	<p>There was evidence to show that on one day an officer had come in late whereas their timesheet indicated they had arrived 40 minutes early. However on other days came that officer came in approximately 30 before the time stated on their timesheet.</p> <p>There was evidence of smoking in work vehicles but not who was smoking. There was no evidence regarding the allegations.</p> <p>The Manager raised issues of timekeeping and that timesheets should be honest and accurate at a Team Meeting on 27/04/2017. That was sufficient and no further action required.</p> <p>As to smoking in vehicles, whilst there is evidence of smoking, it could not be established who had been smoking. Again, the Manager raised the issue of smoking in work vehicles at Team Meeting on 27/04/2017 and that it was a criminal offence. Again, that was sufficient and no further action required.</p>
2.	<p>Allegation that an officer was claiming sick pay whilst fit for work and was going abroad on holiday.</p> <p>Also that the officer was in charge of a company that was undertaking fraudulent practices</p>	<p>It was established that times off sick matched times on holiday and the matter is now subject to a disciplinary investigation.</p> <p>The business the subject of the alleged fraudulent practices is under investigation by the Police and therefore inappropriate for the Council to also investigate.</p>
3.	<p>Allegation for the same officer as above but different holiday dates.</p> <p>Also that the officer was in charge of a different company that undertaking fraudulent practices</p>	<p>It was established that times off sick matched times on holiday and the matter is now subject to a disciplinary investigation.</p> <p>The business the subject of the alleged fraudulent practices is under investigation by the Police and therefore inappropriate for the Council to also investigate.</p>

4.	This allegation overlapped with a matter carried forward from the Clear-Up Team (Case Ref. No. CU 023)	A total of 11 recommendations were made and which have been separately published. To date, 10 of those recommendations are still to be completed but these are being monitored and regularly reported to the Corporate Leadership Team as well as reports to both the Best Value Improvement Board and Cabinet
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