



INFORMATION REPORT

TO:	Chair and Members Audit, Finance and Administration Committee
COMMITTEE DATE:	March 7, 2016
SUBJECT/REPORT NO:	Report AUD16008 - Whistleblower Information Update for Q3 2015 and Q4 2015 (City Wide)
WARD(S) AFFECTED:	City Wide
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SIGNATURE:	

Council Direction:

By-law 09-227 (Whistleblower By-law), Section 19 – Responsibility of the Director of Audit Services requires a quarterly report for, in the aggregate, on the number, nature and outcome of disclosures of serious wrongdoing made under this By-law.

Information:

A standard process has been implemented by the Audit Services Division for both the implementation of forms, procedures and document storage relating to the administration of the Whistleblower By-law.

This Information Report contains information about the number, nature and outcome of disclosures relating to By-law 09-227 for Q3 2015 and Q4 2015 (July - December 2015) and summary information for all of 2015.

Number and Nature of Disclosures:

Categories:	Staff Inquiry	Whistleblower	External Inquiry	Total Intake
Q1 (Jan.-Mar.)	0	0	1	1
Q2 (Apr.-Jun.)	1	1	0	2
Q3 (Jul. – Sep.)	0	0	0	0
Q4 (Oct.-Dec.)	0	0	0	0

Total Intake Volume in Q1 2015 and Q2 2015 (January - December): 3

Outcomes:

Q3: Not applicable, no activity during the quarter.

Q4: Not applicable, no activity during the quarter.

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Analysis:

Number and Nature of Disclosures, 2010-2015:

Categories:	Staff Inquiry	Whistleblower	External Inquiry	Total Intake
Year:				
2010	0	2	1	3
2011	1	2	0	3
2012	1	1	1	3
2013	2	2	0	4
2014	3	2	0	5
2015	1	1	1	3
Total	8	10	3	21

The total volume in 2015 for Whistleblower Intake activity was three items. This is a low volume for an organization the size of the City of Hamilton, with almost 8,000 employees. The total volume for 2010-2015 Whistleblower Intake was 21 items. These sustained low volumes indicate that the awareness of the Whistleblower By-law is likely quite low in the organization and/or that employees do not feel comfortable utilizing a Whistleblower service that is managed in-house.

It was indicated in the City Manager's Office 2016 budget documents that the Audit Services Division would be developing a comprehensive fraud program in 2016 as one of its key initiatives. This program development work would include reviewing the Whistleblower By-law to determine if any changes to the management of this program are needed, including assessing how to raise awareness of the By-law amongst employees.