

# Report of the Director of Finance & IT to the meeting of Governance and Audit Committee to be held on 20 July 2023

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#### Subject:

Corporate Investigations Unit performance and activity report for the financial year 2022/23

#### **Summary statement:**

The purpose of this report is to present the Council's Corporate Investigation Unit (CIU) latest performance information to provide assurance that the Council's counter fraud arrangements are effective.

#### **EQUALITY & DIVERSITY:**

This report concludes there are no equality and diversity implications which negates the need for an Equality Impact Assessment.

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Portfolio:

**Leader of the Council & Corporate** 

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#### 1. SUMMARY

The purpose of this report is to present the Council's Corporate Investigation Unit (CIU) latest performance information to provide assurance that the Council's counter fraud arrangements are effective.

#### 2. BACKGROUND

The Council has a duty to protect the public purse and has committed to a zero tolerance approach to fraud, theft, corruption (including bribery), or any other financial irregularity committed against the organisation. A Cabinet Office report released in January 2023 confirmed that Fraud is estimated to account for 40% of all crime committed across the UK and is a long-standing threat to public services. The Council recognises that each pound lost to fraud represents a loss to the public purse and reduces the Council's ability to provide services to people who need them.

According to the recent Government Report, released in May 2023, titled 'Fraud Strategy – Stopping Scams and Protecting the Public', Fraud is by far the most common crime and additionally, as it is known to be funding other serious crimes, it poses a significant threat to people, prosperity, and the security of the UK.

#### 3. OTHER CONSIDERATIONS

The CIU has been demonstrating to Committee over a number of years how the Council is committed to successfully prevent and detect fraud, theft, corruption and any other financial irregularity, ensuring that the public purse is protected and Council Tax Payers' money is spent on those for whom it is intended.

The annual Corporate Investigations activity and performance report (*Appendix 1*) represents performance and activity carried out by the CIU in the financial year 1st April 2022 to 31st March 2023 and has been developed to further assure the Committee of the effectiveness of the Council's counter fraud arrangements.

In 2022/23 the Council's CIU detected or prevented **198** instances of fraud, theft or other financial irregularity with an approximate total value of **£551,443** – this equates to an average value of **£2,785** per case, lower than the latest CIPFA counter fraud average of all UK local authorities of £3,600 per fraud case.

Of those **198** investigations where instances of fraud, theft or other financial irregularity were found in 2022/23,**165** (**83%**) were prosecuted or offered an alternative to prosecution sanction.

Key performance data for 2022/23, compared with the previous three financial years, is detailed in the report shown at *Appendix 1* and briefly summarised with a trend indicator in **Table 1** below

Table 1	2019/20	2020/21	2021/22	2022/23	
No. of investigations carried out	285	291	226	232	
% of investigations where fraud, theft or other financial irregularity found	82%	80%	82%	85%	
Investigations resulting in a prosecution or other sanction	198	71	146	165	
Financial loss identified	£619k	£1.66m	£548k	£551k	

**Table 1 above** demonstrates that in 2022/23 there has been improved performance measures in outturns and clear indication that performance is returning to pre pandemic levels.

The key areas for CIU for the last 2 years has been Revenues Related Fraud and Disabled Persons Blue Badge misuse, however, the first quarter of 2023/24 has indicated a shift from this, with referrals being received relating to a variety of different matters.

#### 4. FINANCIAL & RESOURCE APPRAISAL

As detailed in Section 12 of *Appendix 1*, during 2022/23, the value of fraud prevented and detected by the CIU amounted to £551,443.

Of the total fraud prevented and detected £446,941 was actual recoverable financial loss and the remaining a notional loss\* (£104,502) from recovering properties subject to tenancy fraud and preventing the misuse and abuse of Disabled Persons Parking (Blue Badge).

#### 5. RISK MANAGEMENT AND GOVERNANCE ISSUES

There are no significant risks arising

#### 6. LEGAL APPRAISAL

There are no legal issues arising from the contents of this Report. See Section 9.1.2 of *Appendix 1* 

<sup>\*</sup>CIPFA notional loss £18,000 per annum per property relating to Social Housing Tenancy Fraud and £699 per Disabled Parking Blue Badge Misuse.

#### 7. OTHER IMPLICATIONS

#### 7.1 SUSTAINABILITY IMPLICATIONS

None.

#### 7.2 GREENHOUSE GAS EMISSIONS IMPACTS

None.

#### 7.3 COMMUNITY SAFETY IMPLICATIONS

The reduction of all crime, including fraud, corruption and /or theft, contributes to improving community safety.

#### 7.4 HUMAN RIGHTS ACT

The Council's current counter fraud approach complies with the Human Rights Act, in particular in relation to surveillance and the right to privacy. All surveillance operations are required to be formally approved in compliance with the Regulation of Investigatory Powers Act 2000 and Council protocols. However, there were no surveillance applications requested during 2022/23.

#### 7.5 TRADE UNION

None.

#### 7.6 WARD IMPLICATIONS

None.

# 7.7 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)

N/A

#### 7.8 IMPLICATIONS FOR CORPORATE PARENTING

N/A

#### 7.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

None

#### 8. NOT FOR PUBLICATION DOCUMENTS

None

#### 9. OPTIONS

N/A.

#### 10. RECOMMENDATIONS

That the Committee notes the activity and performance carried out by CIU to prevent, detect and deter the Council from instances of fraud, theft, corruption or any other financial irregularity in 2022/23.

#### 11. APPENDICES

Appendix 1 – Corporate Investigations Annual Activity & Performance Report 2022/23

#### 12. BACKGROUND DOCUMENTS

None

# Corporate Investigations Activity & Performance Annual Report for the financial year

### 2022/2023



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#### 1.0 Introduction

In common with other public bodies the Council has a duty to protect the public purse and this report details the role of the Council's Corporate Investigation Unit (CIU) in the prevention and detection of fraud.

The work of the CIU underpins the Council's commitment to a zero tolerance approach to fraud, theft, corruption (including bribery), or any other financial irregularity committed against the Council.

The report reflects on the activity and performance of the CIU during the financial year ending 31st March 2023.

#### 2.0 Executive Summary

Fraud is a prevalent cause of concern in the public sector and continues to pose financial threats to local authorities. The Council recognises that each pound lost to fraud represents a loss to the public purse and reduces the Council's ability to provide services to people who need them.

According to the Annual Fraud Indicator 2017, which provided the last set of government sanctioned estimates, fraud costs the public sector at least £40.3bn annually, with £7.3bn of this total being lost in local government.

In 2022/23, the Council's CIU has detected or prevented **198** instances of fraud, theft or other financial irregularity with an approximate total value of **£551,443** – this equates to an average value of **£2,785** per fraud case.

Of those **198** investigations where instances of fraud, theft or other financial irregularity were found in 2022/23, **165** (**83%**) were prosecuted or given an alternative to prosecution sanction.

The top 2 areas of fraud found by volume in 2022/23 were; -

- Disabled parking concession (Blue Badge Scheme) representing 77% of the identified instances of fraud found
- Revenues Related fraud representing 13%

The top 2 areas of fraud found by cumulative value were; -

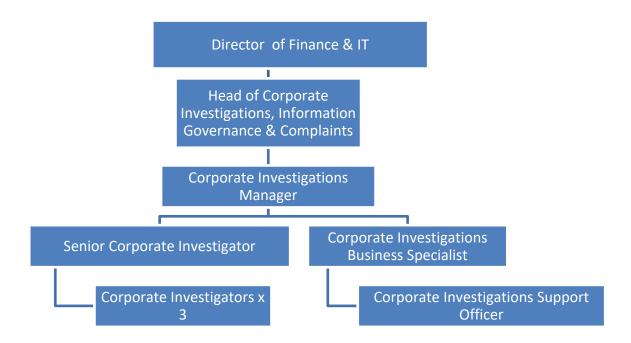
- Revenues Related fraud representing 28% of the total loss identified in 2022/23
- Blue Badge fraud representing 12%

The cumulative value of Disabled parking concession (Blue Badge scheme) abuse represented 12% (£68,502) of the total loss identified in 2022/23 and this high volume/low value area continues to be a leading trend each year for the Council as there continues to be many incidents of smaller value. As this is a continuing risk for the Council it will continue to require higher vigilance on a frequent basis by the CIU.

#### 3.0 Key Roles and Responsibilities

The Council's Corporate Investigation Unit is responsible for the investigation of allegations of fraud, theft, corruption or any other allegations of a financial nature, perpetrated against the Council, whether by citizens of the district, Council employees or other third parties.

The CIU comprises of 7 (6.5FTE) staff, including Corporate Investigators who are accredited with a Counter Fraud Specialist qualification and who ensure that all investigations carried out are in accordance with the relevant legislation and, where evidence of fraud, theft, corruption or any other financial irregularity is found, the appropriate sanction is applied, in accordance with the Council's approved Sanctions Policy.



#### 4.0 Types of Fraud

These are categorised for the purposes of this report as follows; -

#### 4.1 Revenues related

- Council Tax; Council Tax Reduction Scheme; Council Tax Single Person Discount
   This type of fraud is committed when someone deliberately gives false or misleading
   information so that they can pay less or no Council Tax.
- Business Rates
   This type of fraud is committed when someone deliberately gives false or misleading information so that they can pay lower or no business rates including stating that a

#### 4.2 Disabled Parking (Blue Badge)

Misuse, abuse or defrauding the Blue Badge scheme is committed when; -

- Using a badge which is no longer valid
- Using a badge when the badge holder is deceased
- Using a badge that has been forged or copied
- Using a badge that has been reported lost or stolen
- Using a valid badge belonging to a friend or relative for own personal use

#### 4.3 Housing

- Council Housing
- Social Housing / Tenancy Fraud

This type of fraud is committed when someone deliberately gives false or misleading information when applying for a property e.g. falsely claiming to have children; subletting a property without permission; living in a property after someone has died without the right to do so; key selling – where a resident is paid to pass on their keys in return for a one off payment; false right to buy/acquire.

#### 4.4 Adult Social Care

- Financial abuse committed when the person in care has their money stolen or misappropriated
- Direct payment committed when payments are not spent on items detailed in the care plan; false claims for expenses and wages are made by carers; when a disability or care need is exaggerated to receive support;
- Savings and capital are not declared on a financial assessment.

#### 4.5 Procurement

This type of fraud occurs when someone deliberately intends to influence any stage of the procure to pay life cycle in order to make a financial gain or cause a loss. This could be perpetrated by contractors or sub-contractors external to the Council and/or staff within the organisation.

#### 4.6 Occupation / Employee Fraud

- Recruitment committed for example when a job applicant inflates their credentials to apply for a position
- Financial statement— committed for example when providing false information to support an expenses claim; working for another employer whilst receiving sick pay.
- Asset misappropriation committed when an employee steals the Council's property.

#### 4.7 Public Funding and Grant

This type of fraud is committed when individuals, organisations or organised criminal groups claim public funding or grants that they are not eligible for.

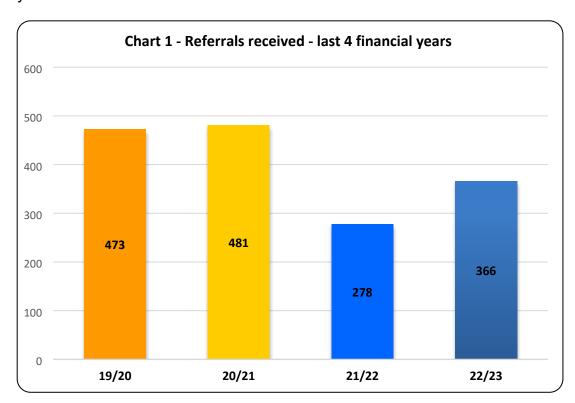
#### 5.0 Referrals to the CIU

Referrals are made to the Council's Corporate Investigation Unit from a variety of sources; - including, internal sources e.g. employees of the Council Departments and Services or external sources such as the Department for Work and Pensions, Police, Registered Social Landlords, members of the public usually via letter, email, the Council's website or the Council's dedicated fraud hotline – these can include referrals where the referrer wishes to remain anonymous.

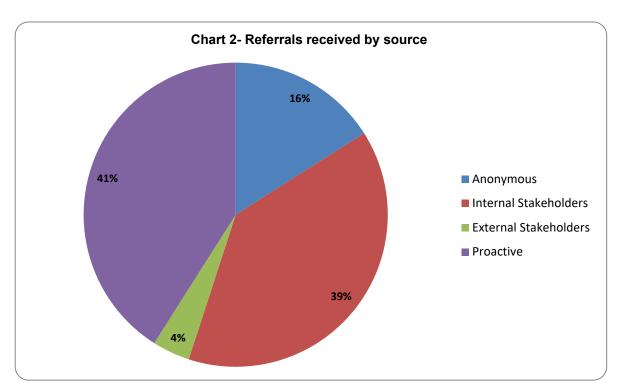
Every referral received, which alleges fraud, theft, corruption or any other financial irregularity goes through a "triage" process where initial checks are carried out to ascertain whether further investigation is required by one of the Councils Corporate Investigators.

In addition to investigating referrals received the CIU will also, where resources allow, carry out targeted proactive work in areas of high risk. This work can be in conjunction with other internal and/or external stakeholders.

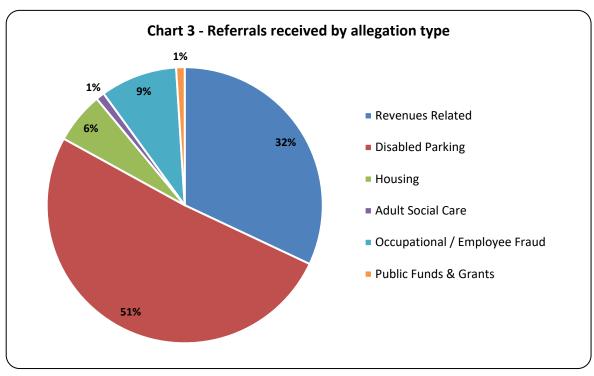
**Chart 1 below** represents the number of referrals received by the CIU in the last 4 financial years.



**Chart 2 below** represents the referrals received in the financial year 2022/23 broken down by referral source.

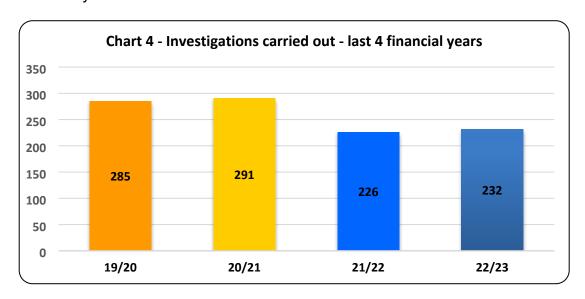


**Chart 3 below** represents the referrals received in the financial year 2022/23 broken down by allegation type

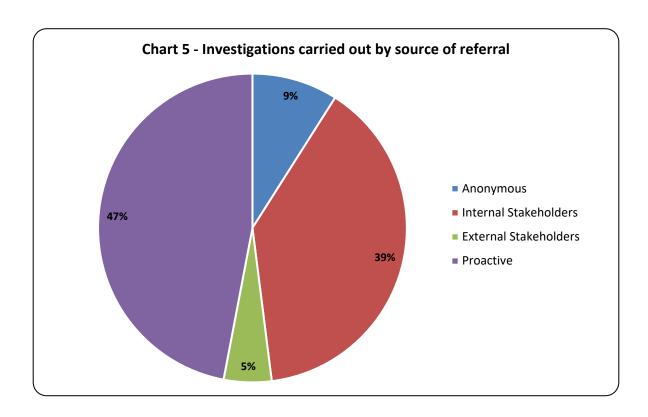


#### 6.0 Investigation

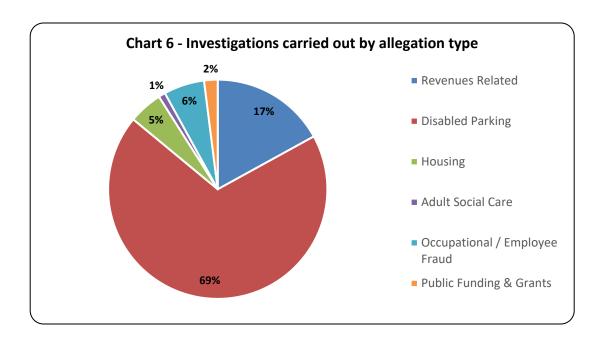
**Chart 4 below** represents the number of investigations carried out by the CIU in the last 4 financial years.



**Chart 5 below** represents the investigations carried out by the CIU in the financial year 2022/23 broken down by referral source.



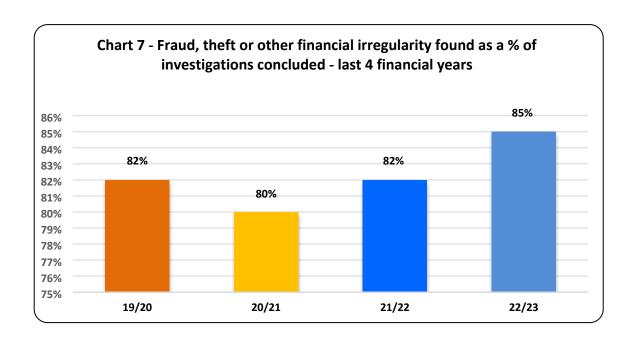
**Chart 6 below** represents investigations carried out by the CIU in the financial year 2022/23 broken down by allegation type



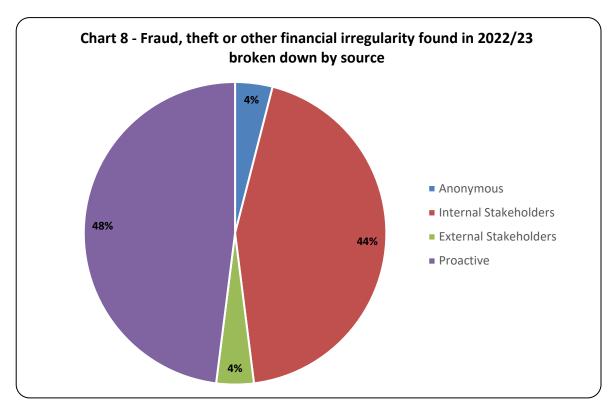
#### 7.0 Investigation Outcomes

A concluded investigation will normally result in one of two outcomes – either evidence has **or** has not been found to support a finding of fraud, theft, corruption and /or other financial irregularity. Where evidence has been found then, in accordance with the Committee approved Council's Sanctions policy, the appropriate sanction, if applicable, will normally be applied and attempts made to recover any financial loss.

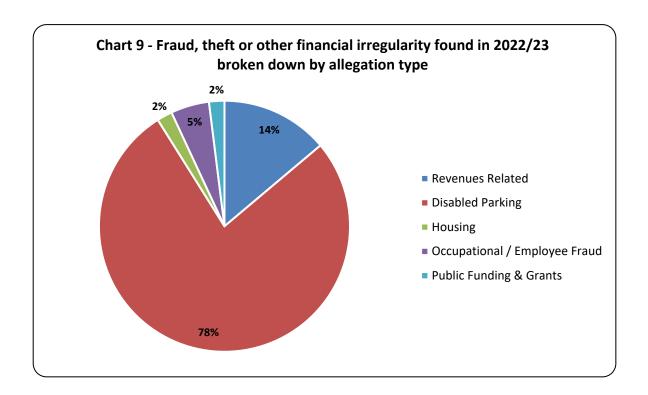
**Chart 7 below** represents the investigations carried out by the CIU in the last 4 financial years where fraud, theft, corruption or other financial irregularity was found as a percentage of the investigations carried out.



**Chart 8 below** represents the investigations where fraud, theft, corruption or other financial irregularity was found in the financial year 2022/23 broken down by referral source.



**Chart 9 below** represents investigations where fraud, theft, corruption or other financial irregularity was found in the financial year 2022/23 broken down by allegation type



#### 8.0 Sanctions

The Council has a range of sanctions that can be applied to those who commit offences of fraud corruption, theft or other financial irregularity. These include formal cautions, financial penalties or criminal proceedings in a Court and disciplinary action where a serving Council employee has committed the offence.

The Council will, in certain circumstances, take more than one form of action. For example, where a serving Council employee has committed offences of fraud, corruption, theft or other financial irregularity then disciplinary action, criminal prosecution and civil recovery action to recover any unpaid losses could be appropriate, however the sanction decision will consider every case on its own merits, taking into account factors, such as a person's physical and mental health, their age, financial circumstances and, in considering prosecution as a first option, whether it is in the public interest in addition to assessing the overall impact of the punishment to both the individual and the community.

#### 8.1 Prosecution

The Council will normally only consider instituting criminal proceedings when the loss or potential loss to the Council exceeds £5,000 **and** both the "Evidential Test" and Public Interest tests are satisfied, however there are exceptional circumstances where the Council may decide to institute criminal proceedings even where the loss of potential loss to the Council is below £5000, for example, where a formal caution or financial penalty has been offered and refused; there are known previous convictions for fraud related offences against the Council; the offence has been deliberate, planned, committed over a long period of time or involved more than one person.

Additionally, the Council will only institute criminal proceedings for the offence of wrongful use of a Disabled Persons Blue Badge where the offence has not been admitted at an interview

under caution **or** the mitigation offered has not been accepted by the Council **and** the "Evidential Test" and Public Interest tests are satisfied.

Relevant Officers, exercising delegated authority given by the Council's Section 151 Officer, will recommend and approve cases for prosecution, however, final authorisation for the commencement of criminal proceedings is given by Director Of Finance and Director of Legal & Governance.

#### 8.2 Other Sanctions

#### 8.2.1 Financial Penalty

This can be offered in certain circumstances, including but not limited to, the loss to the Council being less than £5,000. The Council can use this as an alternative to prosecution.

Where a financial penalty is not accepted or the person fails to respond to invitations to be offered such a sanction, then the Council will consider instituting criminal proceedings

Once a financial penalty has been accepted then the Council will not institute criminal proceedings for that offence, however, should the person commit other subsequent similar offences against the City of Bradford Metropolitan District Council then a prosecution may be considered as the first option.

#### 8.2.2 Formal Caution

This is an administrative sanction offered in certain circumstances, including but not limited to, the loss to the Council being less than £5,000. The Council can use this as an alternative to prosecution.

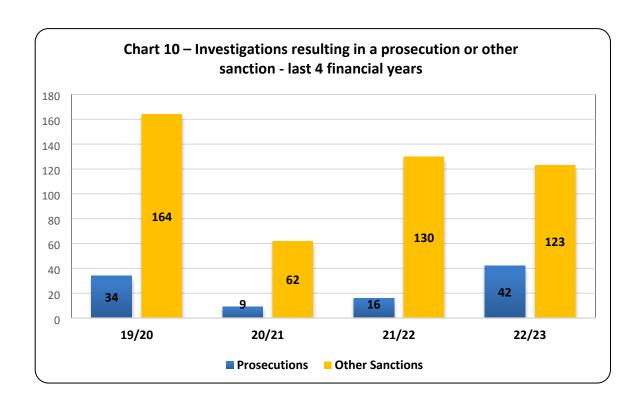
Once a formal caution has been accepted then the Council will not institute criminal proceedings for that offence, however, should the person commit other subsequent similar offences against the City of Bradford Metropolitan District Council then a prosecution may be considered as the first option for that subsequent offence.

Where a formal caution is not accepted or the person fails to respond to invitations to be offered such a sanction then the City of Bradford Metropolitan District Council will consider instituting criminal proceedings.

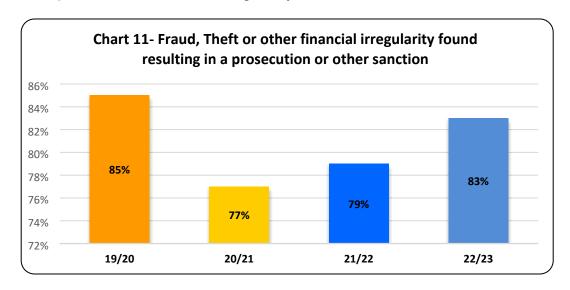
#### 8.2.3 Warnings

For Disabled Parking (Blue Badge) offences only, the Council may in certain circumstances issue a warning.

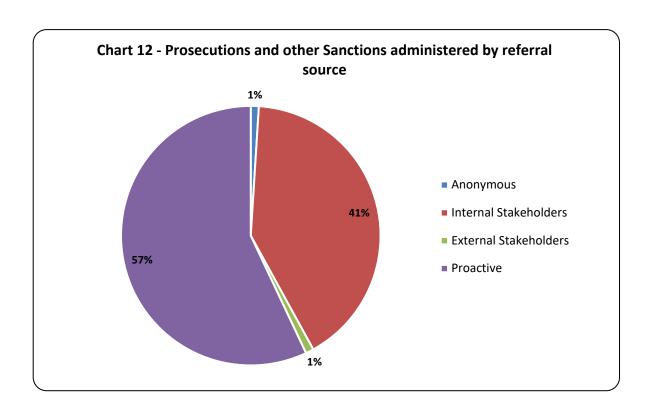
**Chart 10 below** represents the number of **all** investigations which resulted in a prosecution or other sanction in the last 4 financial years. It shows the impact of the global pandemic on prosecutions and sanctions in 2020/21 and the incremental return to the pre-pandemic numbers of prosecutions and sanctions being administered in 2021/22 and 2022/23, now that full investigation activity has resumed and the Courts have availability to hear all cases.



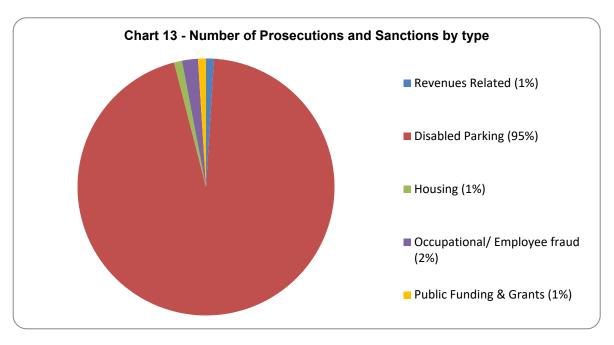
**Chart 11 below** represents the number of prosecutions and sanctions administered in the last 4 financial years as a percentage of the total investigations carried out where fraud, theft, corruption or other financial irregularity was found.



**Chart 12 below** represents prosecutions and other sanctions administered in the financial year 2022/23 broken down by referral source.



**Chart 13 below** represents the prosecutions and other sanctions administered in the financial year 2022/23 broken down by allegation type



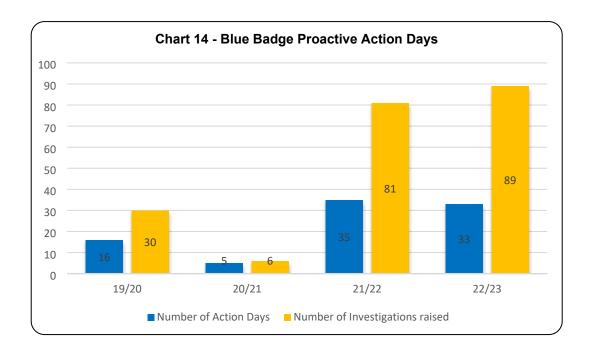
#### 9.0 Working in Partnership

#### 9.1 Internal Partners

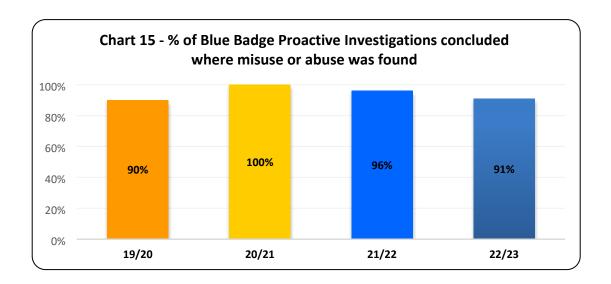
#### 9.1.1 Neighbourhood and Customer Services

In addition to carrying out reactive investigations in response to referrals received the CIU also carry out investigations proactively, for example, the CIU work with Parking Services Officers on Disabled Persons Blue Badge "action days". These action days are to ensure that badges are being used correctly and are a tool to obtain intelligence on persistent misuse, for responding to citizen complaints of misuse and targeting of hotspots where misuse/abuse is known to take place.

**Chart 14 below** represents the number of action days and investigations into misuse and abuse that were commenced in the last 4 financial years. It shows that during the pandemic in 2020/21, when parking charges had been suspended for the majority of that financial year, there was a significant reduction proactive activity. Data from the last 2 financial years, where proactive activity has been stepped up, demonstrates that the number of investigation raised following proactive activity has spiked sharply, indicating misuse and abuse of the scheme remains a problem.



**Chart 15 below** represents the investigations concluded where misuse or abuse was found following a proactive Disabled Persons (Blue Badge) "action day" in the last 4 years.



#### 9.1.2 The Council's Legal Services team -

A key partner in the Council's counter fraud approach providing specialist advice, support and services to the CIU, ensuring compliance with all relevant legislation pertaining to the prevention, detection and investigation of fraud, corruption and theft (for example the Police and Criminal Evidence Act 1984, Criminal Procedures and Investigations Act 1996, Regulation of Investigatory Powers Act 2000, Data Protection Act 2018 the General Data Protection Regulations, Proceeds of Crime Act 2002 and Fraud Act 2006.

In addition to the above the Council has a general power, under section 222 of the Local Government Act 1972, to bring legal proceedings before the Court where the "Local Authority considers it expedient for the promotion or protection of the interests of the inhabitants of their area".

The Council's Legal Services team will ensure that prosecution proceedings will only be issued after having due regard to the CPS Code of Practice and the Council's Sanctions policy. As such prosecution proceedings will only be issued where there is sufficient and admissible evidence to provide a realistic prospect of conviction and where the prosecution is in the public interest.

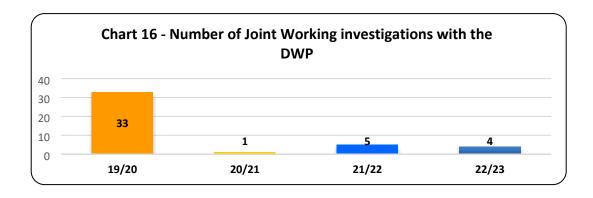
The Code of Practice requires the decision to prosecute to be kept under continuous review, so that any new facts or circumstances, in support of or undermining the Council's case, are taken into account in the Council's decision to continue or terminate the proceedings.

#### 9.2 External partners

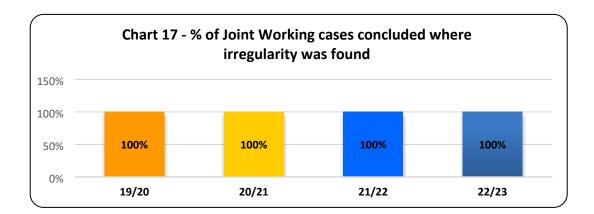
## 9.2.1 The Department for Work and Pensions (Counter Fraud, Compliance & Debt Service)

The CIU work with the DWP to jointly combat fraud in Housing Benefit and Bradford Council's Council Tax Reduction scheme (CTR).

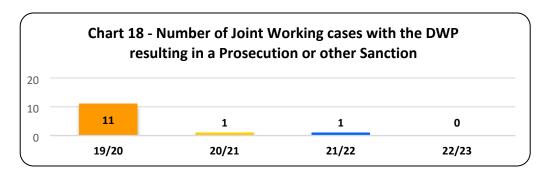
**Chart 16 below** represents the number of joint investigations carried out in the last 4 financial years.



**Chart 17 below** represents the number of investigations carried out jointly with the DWP in the last 4 financial years where fraud, theft, corruption or other financial irregularity was found as a percentage of the investigations carried out.



**Chart 18 below** represents the number of prosecutions and sanctions from joint investigations with the DWP in the last 4 financial years

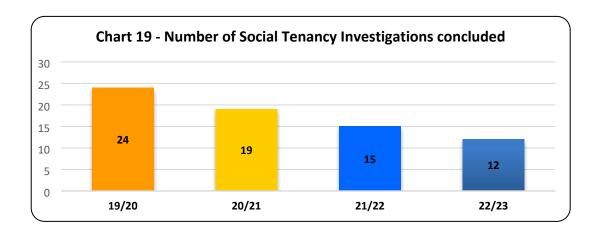


**Charts 16 – 18 above** show that the number of investigations carried out jointly with the DWP in the last 2 years has reduced significantly and this is due to the availability of DWP Investigators who were redeployed within DWP during the global pandemic. The value of carrying out joint work is demonstrated in Chart 17.

#### 9.2.2 Registered Social Landlords

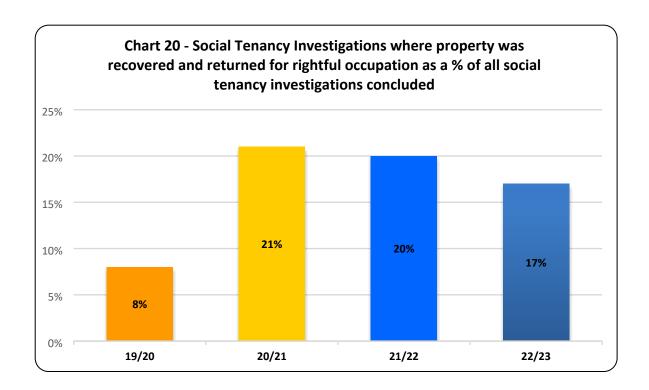
To protect valuable housing stock, the CIU has developed professional relationships with a number of Bradford's registered social landlords where the CIU provide specialist investigative resource in relation to allegations of tenancy fraud including subletting, succession or any other forms of tenancy breaches.

**Chart 19 below** represents the number of tenancy related frauds which were investigated over the last 4 financial years.



The decline in cases investigated over the last 4 years has prompted the inclusion of this work stream to the CIU's Service Improvement Plan, where bespoke fraud awareness workshops with RSL's will be targeted during 2023/24 to ensure appropriate issues are being referred for investigation.

**Chart 20 below** represents the number of tenancy related investigations over the last 4 financial years where the property was recovered and returned for rightful occupation as a % of all tenancy related investigations concluded.



#### 10.0 Serious and / or organised crime

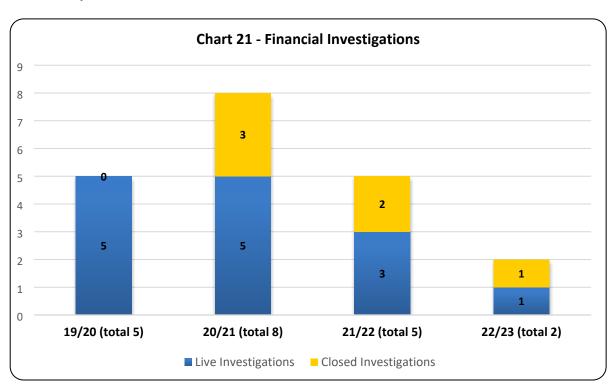
Organised crime often involves complicated and large-scale fraudulent activities which cross more than one boundary. These activities demand considerable resources to investigate and require organisations to co-operate in order to successfully bring criminals to justice.

Financial Investigation is an important tool in the fight against serious and organised crime and it can provide valuable new avenues for investigations by forensically analysing the finances that relate to criminal activity.

The Proceeds of Crime Act (POCA) 2002 is the primary legislation used in financial investigation and was created with the aim of removing assets from criminals, recovering the proceeds of crime and deterring and disrupting criminality. It confers a range of investigative powers as well as powers to restrain and confiscate criminal assets, via criminal confiscation, civil recovery, cash forfeiture and criminal taxation.

Where an investigation into fraud, corruption, theft or other financial irregularity is considered to be likely to result in a conviction, the CIU will refer all suitable cases to West Yorkshire Joint Services for financial investigation (normally, but not limited to, those cases where the estimated loss is £5,000 or more) with a view to recovering monies, or property, obtained as a result of criminal activity or criminal lifestyle.

**Chart 21 below** represents the number of investigations where a financial investigation was commenced; the number of financial investigations still open ("live") and the number closed in the last 4 years.



#### 11.0 Data sharing

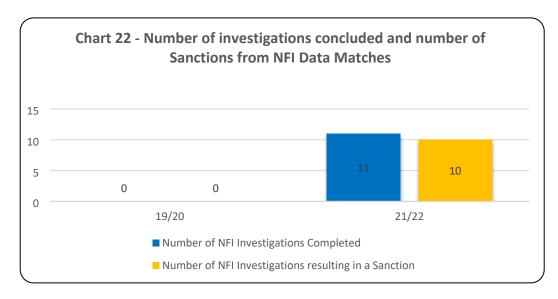
#### 11.1 National Fraud Initiative (NFI)

The National Fraud Initiative is a bi-annual mandatory exercise for certain public sector bodies, including Local Authorities, conducted by the Cabinet Office. It matches electronic data within and between over 1200 public and private sector bodies to prevent and detect fraud.

The Council is required to submit to the Cabinet Office the following datasets biannually and will then receive the resulting data matches identifying inconsistencies that may require further investigation, however not all discrepancies identified through the NFI require a fraud investigation with some discrepancies only requiring update of Council systems; -

- Trade Creditors data
- Personal budgets and social care payments
- Pensions
- Payroll
- Licences
- Housing
- Electoral Register
- Council Tax
- Transport passes and permits
- Private supported home care residents
- Council Tax Reduction Scheme
- Company Check

**Chart 22 below** represents the number of NFI data match investigations completed and the number of sanctions over the last 2 data matching exercises. It demonstrates a significant increase in the number of data match investigations in 2021/22 and resultant sanctions compared with the previous bi-annual data match. This was solely as a direct result of a new data match for COVID related grant payments. The NFI data match for 2023/24 is underway and will be reported on in the next year's activity report.

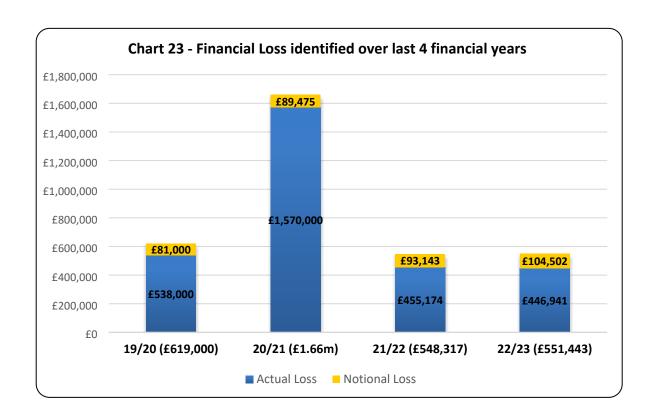


#### 12.0 Financial Loss and Recovery

The Council is committed to minimising the loss to both the public purse and/or the Council ensuring that effective action is taken to detect or prevent instances of fraud, theft, corruption or other financial irregularity and where there is a financial loss then the Council will make vigorous attempts to recover the resultant loss, including taking action in the Civil Courts if necessary, in addition to any sanction that may be imposed in respect of that offence.

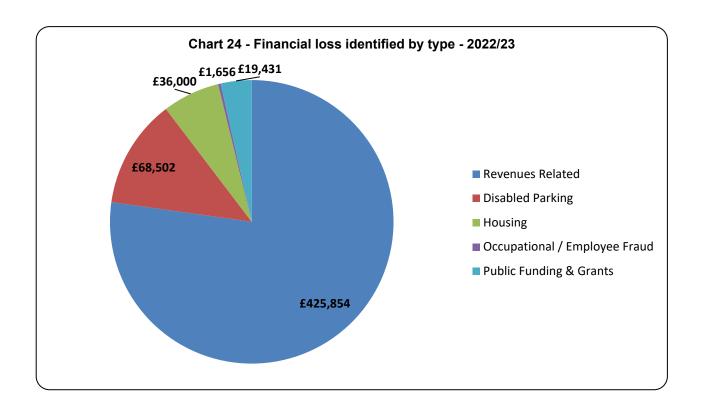
Financial loss sustained by the Council as a result of fraud, theft, corruption or other financial irregularity are classified as either a recoverable loss or a notional loss. A notional loss\* will normally be applied to loss arising from recovering properties subject to tenancy fraud and preventing the misuse and abuse of Disabled Persons Parking (Blue Badge).

**Chart 23 below** represents the financial loss identified in the last 4 financial years broken down by actual and notional. The impact of COVID grant funding can be clearly seen in 2020/21 where the Council's identified financial loss was significantly higher than other years.



**Chart 24 below** represents the financial loss identified in the financial year ending 31<sup>st</sup> March 2023 by fraud type

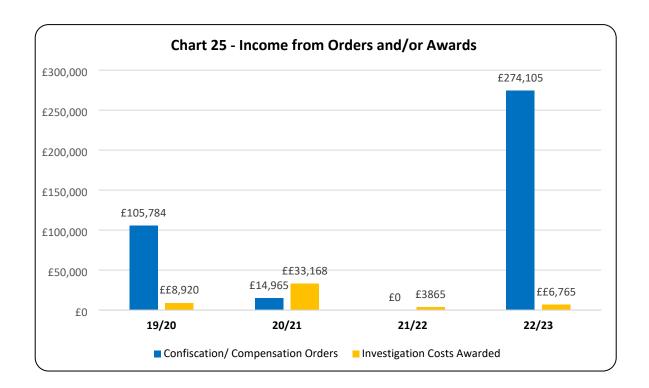
<sup>\* £18,000</sup> per annum per property relating to Social Housing Tenancy Fraud and £699 relating to Disabled Persons Parking Misuse – in accordance with CIPFA guidance



#### 12.1 Other income

The Council can also receive regular income from confiscation and compensation orders as well as investigation and/or legal costs awarded to the Council by the Courts in prosecution cases.

**Chart 25 below** represents the income received broken down by confiscation, compensation and costs over the last 4 years. It demonstrates the fluctuating nature of this income stream, in that confiscation and/or compensation can often be received in part and/or years after a financial investigation has closed and any court order has been awarded. The oldest investigation, opened in 2013, has been finalised in the courts resulting in a confiscation order of £274,105, which will be realised through the enforced sale of property and vehicles.



#### 13.0 Fraud awareness

The CIU is responsible for leading on any preventative work including fraud awareness training for all Council employees, a mandatory e-learning delivered as part of the induction for new employees and bi-annually for existing employees. Additionally, the Council's internal and external website pages provide additional information on how to report suspicions of fraud.

**698** Council employees completed the annual learning in the financial year ending 31st March 2023.

#### 14.0 Surveillance

The CIU is able to make use of directed surveillance i.e. covert surveillance carried out in any place excluding residential premises and private vehicles. This is used only in appropriate investigations where the CIU is investigating criminal offences which would attract a maximum custodial sentence of 6 months or more and usually only when all other lines of enquiry are exhausted. The Regulation of Investigatory Powers Act 2000 (RIPA) governs this activity and all applications for directed surveillance are overseen by the Council's City Solicitor and can only be granted by a Justice of the Peace. There were no applications for surveillance during the financial year 2022/23.