

Whistleblowing

Report to: Board
Date: 2 October 2015
Report by: Angela Young, Operational Support Manager
Report No: B-25-2015
Agenda Item: 16

PURPOSE OF REPORT

To advise members of the Cabinet Secretary's request for all NHS Scotland Health Boards to introduce a 'Whistleblowing' champion and recommend the Care Inspectorate designates a champion as good practice.

RECOMMENDATIONS

The Board:

1. Is invited to consider whether it wishes to adopt the NHS type role of Board level 'whistleblowing' champion to work with the Chief Executive as Accountable Officer to look at whistleblowing issues.

Version: 2.0	Status: <i>Final</i>	Date: 25/09/2015
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Version Control and Consultation Recording Form

Version	Consultation	Manager	Brief Description of Changes	Date
1.0	Senior Management	ET		24.9.15
	Legal Services			
	Resources Directorate			
	Committee Consultation (where appropriate)			
	Partnership Forum Consultation (where appropriate)			

Equality Impact Assessment

To be completed when submitting a new or updated policy (guidance, practice or procedure) for approval.

Policy Title:

Date of Initial Assessment:

EIA Carried Out

YES

NO

If yes, please attach the accompanying EIA and briefly outline the equality and diversity implications of this policy.

If no, you are confirming that this policy will have no negative impact on people with a protected characteristic and a full Equality Impact Assessment is not required.

Name:

Position:

Authorised by Director

Name: K Reid

Date: 24 September 2015

Version: 2.0

Status: *Final*

Date: 25/09/2015

1.0 BACKGROUND

The Cabinet Secretary has requested that all NHS Scotland Health Boards introduce a non-executive 'Whistleblowing' champion. Please see appendix 1. This role is intended to act predominantly as an oversight and assurance mechanism, as well as a conduit to ensure that internal mechanisms are working effectively to support whistleblowing arrangements and staff in raising concerns.

2.0 APPROACH

It is vitally important for employees to be confident in raising any concerns they may have as it helps to improve culture and productivity. As is the case with the NHS, the Care Inspectorate aim is to create an open and honest culture where all staff have the confidence to speak up without fear, and with the knowledge that any genuine concern will be treated seriously and investigated properly.

The Resources Committee approved the Care Inspectorate Whistleblowing guidance to support the Code of Conduct at its September 2014 meeting, please see appendix 2.

The guidance sets out the internal disclosure arrangements for staff and advises that if staff do not feel comfortable raising concerns at Officer level they should contact the Chair of the Board.

Whilst this is a valuable disclosure channel at Board level, it is not the 'Whistleblowing' champion role being promoted within the NHS.

3.0 CONCLUSION

The Board is invited to approve this recommendation. If this is approved, the Resources Committee will be asked to re-draft the Whistleblowing guidance to reflect this.

LIST OF APPENDICES

Appendix 1 – Letter to NHS Scotland Health Boards

Appendix 2 – Care Inspectorate Whistleblowing Guidance

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