

Date: 18/09/2015

FREEDOM OF INFORMATION REQUEST FOI/012435 – Whistleblowing

1) The trust indicates that it collects data on number and nature of concerns raised, and that for the previous two financial years, there were 13 whistleblowing incidents

a) Please may I data on the nature of the concerns raised.

Having regard for the anonymity of the person raising the concern we have listed below the broad categories the concerns covered.

Concern over a Clinical Incident

Concern of a Patient Incident

Concern over possible fraud

Concern over staffing, covering recruitment, staffing levels, rota allocation, health of a colleague

Concern over operational manager capability

Concern over a confidentiality issue and access to a patient's record

b) For my purposes, I need the data by calendar year. Could the trust provide data on "number and nature of concerns" for calendar years 2013 and 2014.

We only started recording centrally from March 2013 so we can't provide the information for the calendar year 2013, but for April to Dec 2013 the number was 4 and for the calendar year to Dec 2014 the number was 7 (for clarity the remaining 2 referred to in our initial response, were made after 31 December 2014)

2) In my original request, I asked if any staff who had raised concerns had suffered serious detriment in terms of suspension, disciplinary action or dismissal. The trust's answer to this question implies that it does not collect this data.

a) If this so, please could the trust confirm this.

That is correct we do not hold records that maintain a constant check back. However as our original response indicated No instances have come to the attention of Management or the Board that a staff member has not been supported throughout the process of raising a concern or whilst that concern was dealt with.

b) Please could the trust review the data it holds on the 13 whistleblowing incidents and advise me if any of the staff who raised those concerns have been suspended, subject to disciplinary action or dismissed. I appreciate that this particular question is a fresh FOI enquiry, if the trust does now hold this data.

We would not suspend a staff member for blowing the whistle and can confirm that we have not suspended any staff member for this reason.

3) The trust has not fully answered the question about data on PIDA claims. Please can the trust advise if it was subject to any PIDA claims in years 2013 and 2014, and if so, how many.

We believed we had answered this question. As part of our claims process we would capture concerns but we have had no whistleblowing concerns raised from a claim. We have not received any via the PIDA route.

4) The trust advises that it has undertaken a local survey of staff experience last year, and it has shared its local monitoring tool. Whilst this is positive, I take to mean that the trust has not implemented the local staff survey recommended by the government, using the recommended questions as set out in my FOI request

a) If so, please could the trust explicitly confirm that it has not surveyed staff using the government's tool.

As this was not part of the mandated NHS staff survey we did not apply the government's survey. However we did proactively target our Internal Auditors to undertake a staff experience survey.

b) Please could the trust share the data that was locally gathered last year using its own tool.

Below is a summary of the responses provided, in respect of the questions where more specifics were provided we have excluded that information in order to protect the identity of the person completing the questionnaire.

Whistleblowing awareness

1. Do you know what whistleblowing is?	
Answer Options	Response
Yes	97.9%
No	2.1%
2. Are you aware that the Trust has a Whistleblowing Policy?	
Answer Options	Response
Yes	91.7%
No	8.3%
3. Do you know where to find the Whistleblowing Policy?	
Answer Options	Response
Yes	83.6%
No	16.4%
4. Have you read and understood the Whistleblowing Policy?	
Answer Options	Response
Yes	51.2%
No	48.8%
5. Do you know what would constitute a whistleblowing claim?	
Answer Options	Response
Yes	69.5%
No	30.5%
6. Would you feel confident in coming forward under the Whistleblowing Policy?	
Answer Options	Response
Yes	64.9%
No	35.1%
7. If you answered 'no' to the previous question, please	
8. Do you know how to report whistleblowing concerns?	
Answer Options	Response
Yes	73.7%
No	26.3%
9. Would anything prevent you from coming forward with your concerns?	
Answer Options	Response
Yes	65.6%
No	34.4%
10. If you answered 'yes' to the previous question, provide more information on what would prevent you from coming	
Answer Options	Response
	Count

11. Do you know who the designated Whistleblowing Officers are?	
Answer Options	Response Percent
Yes	15.1%
No	84.9%
12. Have you heard of the 'Speak Out Safely' campaign?	
Answer Options	Response
yes	55.4%
No	44.6%
13. If you have a concern or became aware of an issue where you work, how would you report this?	
14. Additional comments	
15. Please state which staff group you belong to.	
Answer Options	Response Percent
Admin & Clerical	19.9%
Allied Healthcare Professional	19.7%
Medical	19.3%
Nursing	34.0%
Other	7.1%
16. Please state your employment type.	
Answer Options	Response Percent
Trust staff	96.3%
Bank	1.1%
Honorary contract	1.1%
Research agreement	0.0%
Agency staff	0.4%
Voluntary	1.1%
Note the response rate was 674	