Whistle Blowing Guidance

Wessex Deanery

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Date: July 2008

Reviewed: July 2010, August 2013

Due for next review: August 2016
Guidance

1.0 Purpose and Scope
1.1 The purpose of the guidance is to ensure that all Wessex Deanery trainees have a clear understanding about how to raise concerns about actions taking place which may place patients, staff or the organisation in which they work at risk. Trainees need to feel able to raise these concerns without fear of suffering any adverse consequences as a result.

1.2 This guidance has been written in order to comply with current legislation and will be implemented automatically taking into account any changes in national legislation prior to a further review of the guidance.

2.0 Principles
2.1 The key principle of this guidance is to ensure that trainees in the Wessex Deanery are given every opportunity to raise concerns in a confidential way, in order that others can then further investigate.

2.2 Trainees in the Wessex Deanery do not have to investigate or provide sufficient evidence of proof of wrong doing or decide on an organisational response to a concern, prior to raising that concern. They must, however, have a reasonable belief that the concern is justified and an event has taken place in the past or is likely to happen in the future.
2.3 Examples of when it may be appropriate to use an employer Whistle Blowing Policy include (this list is not exhaustive):

- Malpractice or ill treatment of a patient/client/carer by a member of staff
- A criminal offence has been committed, is being committed or is likely to be committed
- Damage to the environment has occurred or is likely to occur
- Disregard for legislation, particularly in relation to health and safety at work
- Financial malpractice/breach of standing financial instructions/ suspected fraud (the Trust has an anti-fraud plan)
- Showing undue favour, e.g. over a contractual matter or to a job applicant
- Information on any potential whistleblowing activity, is being, or is likely to be concealed

3.0 Process

3.1 Trainees in the Wessex Deanery should raise concerns using the appropriate policy within the organisation in which they are employed.

3.1.1. Trainees sometimes feel vulnerable in these circumstances so it may be appropriate to raise concerns with the support of their educational supervisor, Medical Personnel Officer or Director of Medical Education.
3.2 If the trainee considers that it would not be possible to raise these concerns within the organisation employing them, then they have the option of discussing concerns with an Associate Dean or the Postgraduate Dean at the Wessex Deanery, prior to the trainee using an employer policy.

3.3 Any matter raised with the Deanery will be dealt with in a fair and thorough manner. A member of the Deanery Senior Management Team will be designated to provide support and guidance for the trainee.