

## **PE1605/L**

NHS Borders letter of 13 October 2016

### **CONSIDERATION OF PETITION PE1605**

Thank you for your letter of 16 September 2016 seeking the views of NHS Borders on Petition PE1605.

Within NHS Borders there are a number of routes available that are confidential and available to all staff:

#### **NHS Scotland Confidential Alert Line**

- If there is doubt about whether or how to raise a concern or worry about doing so, confidential advice and support is available on Freephone number 0800 008 6112. More information can be found at the following link: <http://www.gov.scot/Topics/Health/NHS-Workforce/Employee-Experience/NHS-staff-alert-line>

#### **Confidential Contacts**

- NHS Borders Confidential Contacts provide confidential advice to staff who feel that they are being bullied or harassed. Although they are not counsellors, they are fully trained to listen, to help staff explore possible ways forward and to outline options without telling staff what to do or making a decision for them.

#### **Confidential email**

- If staff have concerns around Dignity at Work, bullying or harassment and would rather not speak to a confidential contact in the first instance, then they can share a concern by email to: [respect@borders.scot.nhs.uk](mailto:respect@borders.scot.nhs.uk) - where one of the Occupational Health Nurses will respond and advise in confidence.

#### **Human Resources**

- Staff can raise concerns or seek advice and support from our Human Resources Department.

#### **Non Executive Director of the Board**

- The Employee Director is a Non Executive Director of the Board and their role is to provide a staff perspective on strategy development and service delivery issues; act as a focal point for staff from across the local NHS system who wish to contribute to the business of the Board; explain the work of the Board and promote opportunities for staff to be involved in decision-making locally; reflect the views of the local Partnership Forum; and champion partnership working and provide a vital link between the Board and the Partnership Forum. The Employee Director can be contacted at any time by email or telephone and the contact details are publicised internally to staff.

## **Trade Unions**

- Advice and support can be provided through Trade Unions. If staff are unsure who this is they can contact the Partnership Office, which is managed by the Employee Director.

## **Whistleblowing Arrangements Policy**

- The policy is for any worker to raise a qualifying disclosure under the Public Interest Disclosure Act 1998. The policy is available to all employees, workers and ex-employees of the organisation who have concerns about misconduct or wrongdoing.

## **Whistleblowing Champion**

Our Whistleblowing Champion was appointed in August 2015 and is a Non Executive Director and also the Chair of our Staff Governance Committee. The Whistleblowing Champion has undertaken the required NHS Scotland Whistleblowing Champion Training provided by Public Concern at Work.

Part of the role of the Whistleblowing Champion is to ensure that staff are encouraged and supported to report any concerns about patient safety or malpractice they may have, and the mechanisms and processes followed are:-

- all new starts are informed about NHS Borders whistleblowing arrangements and how to raise a concern at their induction;
- all reported concerns are investigated in a timely and appropriate way;
- the staff member is supported and updated on progress throughout the process; and,
- the outcome is fed back to the member of staff who raised the concern, and any resultant recommended actions are progressed by the Board.

The Whistleblowing Champion has a critical oversight and assurance role in making sure that these responsibilities are acted upon and working effectively, and where not, raise these issues to the attention of the Board.

In terms of the detail of the petition, we are unclear how any investigation might be carried out without recourse to NHS managers.

Yours sincerely

Jane Davidson  
Chief Executive