

**PE1605/Q**

Forth Valley Letter of 18 October 2016

Thank you for the opportunity to comment on the above Public petition.

NHS Forth Valley would advise that the current arrangements, with a national confidential alert line external to our organisation has been, and remains, a very constructive approach to support individuals who may have significant concerns. This arrangement together with the staff governance standard and the national PIN policy on Whistleblowing creates a clear framework for all staff to speak up.

In addition we have locally identified a Non Executive champion and our Trade Union leaders, Employee Director and service based champions provide further evidence of a commitment to the right of staff to speak up about matters concerning them and each separately are confidential contact points.

In our experience locally, neither our employee director nor local TU leaders feel unable to act as a voice for an individual.

As an organisation a clear framework is important, however, as important is the emphasis placed on our values, and the leadership shown to behave in a way which supports both organisational priorities and the behaviours to deliver these values.

We have a number of leadership and development programmes in place to support this focus on behaviours and our objective setting process includes task as well as behavioural competencies.

It is also important, as we recruit or promote staff, that we use our recruitment process to identify those who meet or exceed these competencies. In short our intent within the framework is to prevent concerns arising rather than manage the consequences.

The experience of our staff is important to us, as the experience of staff directly impacts on the experience of patients and carers.

To change the existing whistleblowing arrangements and external arrangements are not a solution. It is a range of actions, some of which are described above, which allow for improvement.

I hope this is helpful.

**Jane Grant**  
**Chief Executive**