

Whistleblowing

NHS Scotland Boards have implemented the Whistleblowing Standards as set out <https://inwo.spsso.org.uk/national-whistleblowing-standards> these cover the principles, procedure and Governance arrangements that NHS Scotland Boards must follow.

Action	Standard	Dependent upon	Responsibility of
<p>DDiT know how to raise concerns during training</p> <ol style="list-style-type: none"> 1. Doctors and dentists in training (DDiT) will be communicated with by placement Boards on how to raise concerns. 2. Turas Learn modules will be signposted. 3. DDiT will be signposted to placement Board confidential contacts. 4. Confidential contact details across placement Boards will be maintained. 5. If a DDiT concern relates to an independent contractor, such as a General Practice or a General Dental Practice, the placement Board Confidential Contact will progress an initial discussion (see point 8, below) and discuss potential options with the individual. 6. There is clarity to DDiTs that anonymous or unnamed concerns do not have the same protections of those that are raised confidentially. 	<p>https://inwo.spsso.org.uk/national-whistleblowing-standards</p>	<p>Once for Scotland Comms</p> <p>Maintenance of Turas Hub</p> <p>Induction</p> <p>Training Agreements</p> <p>Turas Learn modules</p>	<p>Placement Boards</p>
<p>Placement Board Confidential Contacts and managers know what to do when concerns raised</p> <ol style="list-style-type: none"> 7. Confidential contacts and line managers are aware of and trained in whistleblowing procedures. 8. Whistleblowing procedures are followed to undertake an initial discussion: <ul style="list-style-type: none"> • To consider whether the issue fits the definition of a concern suitable for whistleblowing procedure • To consider whether the issue is being handled 	<p>https://inwo.spsso.org.uk/national-whistleblowing-standards</p>	<p>Turas Learn modules.</p> <p>Local processes.</p> <p>Awareness of business as usual processes, including Deanery Quality Management.</p>	<p>Placement Boards</p>

<p>through business as usual</p> <ul style="list-style-type: none"> • To consider whether the person wants the issue to be handled through the whistleblowing procedure, and receive the support and protection that is available through it • directing the person to any other appropriate procedures (for example, HR procedures) • To consider issues relating to confidentiality • To consider what support would be helpful for the person. <p>9. The concern is recorded appropriately.</p>		Local Systems e.g. DATIX	
<p>The Placement Board is not responsible for the issue of concern</p> <p>10. If the organisation is not responsible for the issue of concern, the person receiving the concern should signpost to the appropriate organisation, or contact the INWO directly to make sure the concern is passed on and acted on appropriately. The person's details should be kept confidential.</p>	https://inwo.spsso.org.uk/national-whistleblowing-standards	<p>Agreement with DDIT that the placement is not responsible.</p> <p>Awareness of where to signpost: Placement Board contacts</p>	Placement Boards
<p>Concerns are progressed in accordance with the 2 stage procedure</p> <p>11. Whistleblowing concerns are progressed in accordance with the 2 stage procedure and timescales.</p>	https://inwo.spsso.org.uk/national-whistleblowing-standards		Placement Boards
<p>Learning is shared</p> <p>12. Where improvements would be beneficial to other NHS organisations across Scotland share them with national organisations or clinical groups to take forward as appropriate.</p>	https://inwo.spsso.org.uk/national-whistleblowing-standards		Placement Boards

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1.0	11 May 11, 2022	Alice Campbell	Published