

Addressing Workers' Concerns

(Standard C16.1)

(Standard C16.2)

(Standard C16.3)

Policy Acceptance	
Applies to:	All staff, patients, carers & stakeholders
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Responsible Manager 1	Dr Russell Emerson
Responsible Manager 2	Dr Fiona Emerson

Summary

Personnel are freely able to express their concerns about questionable or poor practice.

Standard C16.1

There may be times when you have concerns about what is happening at work. Usually these concerns are easily resolved but if they were for example issues such as unlawful conduct, financial malpractice or dangers to the public it can be difficult to know what to do.

It is for this reason the Government brought in the Public Disclosure Act 1998, which came into effect, on 2nd July 1999.

What is the Public Disclosure Act 1998?

The Act aims to address issues of malpractice in the workplace by setting out a clear framework for genuine concerns to be raised. This means that subject to following certain procedures workers may 'blow the whistle' without fear of receiving detrimental treatment from their employer.

Under the Act there are six types of disclosure, which qualify for protection. These are:

1. A criminal offence
2. A failure to comply with a legal obligation
3. A miscarriage of justice
4. Endangering of an individual's health and safety
5. Damage to the environment
6. Concealment of any of the above.

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Confidentiality

The Registered Manager will always deal with your concern in the utmost confidence. You may wish your identity not to be revealed but there may be certain circumstances whereby you will need to give evidence in order for the investigation to be complete.

In any event, the organisation would assure you that under no circumstances would you receive any detrimental treatment for invoking the Whistle blowing Procedure.

Standard C16.3

The act recognizes that concerns regarding malpractice are best dealt with internally and in certain circumstances disclosures made without doing this first may not be protected.

The organisation has introduced a written procedure to enable personnel to raise concerns regarding malpractice internally.

The Whistle blowing procedure is primarily for concerns where the interests of others, or of the organisation itself, are at risk. It is not for when you feel aggrieved about your personal position, as the Grievance procedure should be used for this purpose.

There is a written policy and procedure for personnel to follow in order to raise their concerns about questionable or poor practice (see Appendix A).