

2 Report summaries

2.1 Situation

Attached is the third Quarterly Whistleblowing Standards report for NHS Highland, covering the period 1 October 2021 - 31 December 2021, for review and feedback from the IJB. This has previously been presented to the NHS Highland Staff Governance Committee on 9 March 2022 and NHS Highland Board meeting on 29 March 2022.

2.2 Background

All NHS Scotland organisations are required to follow the National Whistleblowing Principles and Standards with effect from 1 April 2021. Any organisation providing an NHS service should have procedures in place that enable their staff, students, volunteers, and others delivering health services, to access the National Whistleblowing Standards.

As part of these requirements, a report is required to be presented to the Board on a quarterly basis, as per the extract below from the INWO website. . It is also required to present this to the Argyll & Bute IJB on a quarterly basis, in respect of NHS Scotland services delivered by the HSCP on behalf of NHS Highland

“Monitoring

The number of concerns raised by staff will be reported to a public meeting of the board on a quarterly basis. It is the board’s responsibility to ensure this reporting is on time and accurate. The analysis should highlight issues that may cut across services and those that can inform wider decision-making. Board members should show interest in what this information is saying about issues in service delivery as well as organisational culture. This may mean on occasions that board members challenge the information being presented or seek additional supporting evidence of outcomes and improvements. They should also explore the reasons behind lower than expected numbers of concerns being raised, based on trend analysis and benchmarking data.”

Therefore, NHS Highland will present their monitoring report to the NHS Highland Board and Argyll & Bute IJB on a quarterly basis going forward, following review at the Staff Governance Committee.

2.3 Assessment

The Argyll & Bute IJB plays a critical role in ensuring the Whistleblowing Standards are adhered to in respect of any service delivered on behalf of NHS Highland within Argyll & Bute, including through ensuring quarterly reporting is presented and robust challenge and interrogation of this takes place.

The Guardian Service, as our Whistleblowing Standards confidential contacts carry out the recording and reporting of concerns and possible concerns. Along with the INWO Liaison officer for the Board, Fiona Hogg, the HR Lead, Gaye Boyd and the Whistleblowing Non-Executive Director, Bert Donald, the Guardian Service have compiled the attached report.

Corrections to previous reports

As a result of information being reviewed, errors in reporting 2 cases in Quarter 1 and Quarter 2 were identified and have been resolved in this third report.

Case 9, which was reported in Quarter 1, should have been recorded as a Stage 1

3 Impact Analysis

3.1 Quality/ Patient Care

The Whistleblowing Standards are designed to support timely and appropriate reporting of concerns in relation to Quality and Patient Care and ensure we take action to address and resolve these.

3.2 Workforce

Our workforce has additional protection in place under these standards.

3.3 Financial

The Whistleblowing Standards also offer another route for addressing allegations of a financial nature.

3.4 Risk Assessment/Management

The risks of the implementation have been assessed and included. Consideration is being given to where this would sit on our operational and board level risks.

3.5 Data Protection

No data protection issues identified.

3.6 Equality and Diversity, including health inequalities

No specific impacts

3.7 Other impacts

None

3.8 Communication, involvement, engagement and consultation

Duties to involve and engage external stakeholders are carried out where appropriate:

3.8.1 Route to the Meeting

The report is presented for review and feedback, following discussion at NHS Highland Staff Governance Committee on 9 March 2022, and is also presented to the NHS Highland Board on 29 March 2022.

2.4 Recommendation

Discussion – Examine the draft report and consider any additional information or revisions that may be appropriate

Assurance – To give confidence of compliance with legislation, policy, and Board objectives

2.5 Appendices

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