

PE1495/Z

NHS Lanarkshire Email of 24 April 2014

Dear Sirs,

The response on behalf of NHS Lanarkshire is as follows:

NHS Lanarkshire does not include a “gagging clause” in any of the Compromise Agreements in use. NHS Lanarkshire supports the position that staff should be free to speak out on matters of legitimate concern, including quality of care and patient safety.

NHS Lanarkshire has taken a number of steps to ensure that appropriate arrangements are in place to ensure that all staff are enabled and encouraged to raise matter that may affect patient safety and the quality of care. This includes:

- Development and implementation of a Staff Raising Concerns Policy designed in partnership with our Trade Union colleagues.
- Development and implementation of a Dignity at Work Policy designed in partnership with our Trade Union colleagues designed to support staff in cases of potential or actual bullying or harassment.
- Widespread publication of the existence of and arrangements for access to the National Whistleblowing helpline.
- Maintenance of a comprehensive structure of local Staff Forums with access to local Managers to discuss and raise matters of concern.
- Maintenance of a comprehensive structure of local HR Surgeries at which staff can raise matters of concern in an HR context.
- A programme of “Meet the Members of the NHS Board” in which Board Members visit local NHS sites to informally discuss issues with staff.
- Establishment of a confidential electronic email address named “uMatter” through which any member of staff can raise a concern direct with the Director of HR.

I trust that this response is informative and helpful.

Kenneth Small