

# PAPER

BOD 168/2011

(Agenda Item:15)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**14 December 2011**

**Public Interest Disclosures (Whistle-blowing) Policy**

**For: Approval**

The Whistleblowing policy has been revised and updated following a number of cases brought within the Trust over the last 12 to 18 months. The policy has included a paragraph on dealing with anonymous allegations and this has been written in light of legal advice.

**Recommendation:**

The Board is asked to note and approve the revised policy which had been agreed by both the HR QuIC and IGC.

Changes to the policy, since being discussed at the IGC are as follows and it was approved on the basis that these issues are addressed within the final version of the document:

* The policy should be more explicit that if insufficient detail is provided in the initial whistleblowing allegation then the case may not proceed through the first level of investigation.
* The list of other organisation at Appendix 2 may be too long, a hyperlink to be added rather than the list.
* The policy could be more explicit re how staff could contact the relevant Non-Executive Director responsible for whistleblowing (i.e. through the intranet or through contacting the Trust Secretary

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**Executive Director: Graeme Armitage Director of HR/OD**

1. *A risk assessment has been undertaken around the legal issues that this paper presents and there are no issues that need to be referred to the Trust Solicitors.*