



AGENDA ITEM

(2.2.1)

PEOPLE & CULTURE COMMITTEE

ALL WALES PROCEDURE FOR NHS STAFF TO RAISE CONCERNS

Date of meeting	13/10/2021
FOI Status	Open/Public
If closed please indicate reason	Not Applicable - Public Report
Prepared by	Claire Nicholas, Head of Policy, Compliance and Agenda for Change
Presented by	Karen Wright, Assistant Director of Workforce and Organisational Development
Approving Executive Sponsor	Executive Director for People
Report purpose	FOR NOTING

Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/group)

Committee/Group/Individuals	Date	Outcome
All Wales Partnership Forum	08/07/2021	ENDORSED FOR APPROVAL

ACRONYMS

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1. SITUATION/BACKGROUND

- 1.1 The purpose of the report is to present the revised All Wales Procedure for NHS Staff to Raise Concerns set out below.

2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)

- 2.1 The procedure has been reviewed in partnership and the revised version was agreed by the Welsh Partnership Forum on 8 July 2021 and will now become the standard procedure for raising concerns within the NHS in Wales. This procedure can only be amended through agreement by the Welsh Partnership Forum.
- 2.2 References and links to external support bodies have been updated and amended where required. The procedure also raises awareness that should an individual wish to raise a concern in Welsh they should be advised of this at the beginning of any proceedings. Any subsequent proceedings should then be conducted in Welsh or a simultaneous translation service provided.
- 2.3 It is acknowledged by the Welsh Partnership Forum that there is wider national work underway, which aligns with the Procedure for Staff to Raise Concerns, on freedom to speak up, as well as being highlighted as a key aspect in the recently published Quality and Safety Framework. Accordingly, it is recognised that in the light of this, the procedure will require a further review to ensure that our processes and systems are fit for purpose, in enabling our staff to feel safe, supported and able to speak up and have confidence that they will be listened to.
- 2.4 With these future revisions in mind, the Welsh Partnership Forum are issuing this procedure as a word document rather than using the "In Design" template, which is the normal approach for all new/revised NHS Wales's policies and procedures.

3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

- 3.1 The procedure meets all legal and contractual obligations and reflect best practice.



4. IMPACT ASSESSMENT

Quality/Safety/Patient Experience implications	There are no specific quality and safety implications related to the activity outlined in this report.
Related Health and Care standard(s)	Staff and Resources If more than one Healthcare Standard applies please list below:
Equality Impact Assessment (EIA) completed - Please note EIAs are required for <u>all</u> new, changed or withdrawn policies and services.	Yes Available from Claire Nicholas, Head of Policy Compliance and Agenda for Change
Legal implications / impact	Yes (Include further detail below) There could be legal implications if the procedure is not adhered to, as identified, if applicable, within the procedure.
Resource (Capital/Revenue £/Workforce) implications / Impact	There is no direct impact on resources as a result of the activity outlined in this report.
Link to Strategic Well-being Objectives	Co-create with staff and partners a learning and growing culture

5. RECOMMENDATION

- 5.1 The People and Culture Committee is asked to **NOTE** the above revised procedure, developed in partnership and endorsed and recommended for approval by the All Wales Partnership Forum.
- 5.2 The People and Culture Committee is asked to **NOTE**, as this is a procedure it will be presented to Management Board for approval.
- 5.3 The People and Culture Committee is asked to **NOTE** that once Management Board approval has been obtained, the procedure will be published on SharePoint and the Health Board's Internet Site, in the languages of English and Welsh.