

APPENDIX 2: SURVEY QUESTIONS

NHS TRUST STAFF SURVEY

STRICTLY CONFIDENTIAL

**Reporting concerns about suspected wrongdoing (whistleblowing):
an online survey of NHS Trust staff**

Q1 WHAT GENDER ARE YOU?

- Male
- Female

Q2 WHAT IS YOUR ETHNIC BACKGROUND? Use the drop-down list to select your answer

- White British
- White Irish
- Any other White background
- Mixed - White and Black Caribbean
- Mixed - White and Black African
- Mixed - White and Asian
- Any other mixed background
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Asian or Asian British - Bangladeshi
- Any other Asian background
- Black or Black British - Caribbean
- Black or Black British - African
- Any other Black background
- Chinese
- Any other ethnic group

Q3 WHAT IS YOUR AGE?

- 16-20
- 21-30
- 31-40
- 41-50
- 51-65
- 66+

Q4 ARE YOU: please indicate all applicable

- Employed by an NHS Trust?
- Employed by an NHS contractor?
- Self-employed?
- A trainee?
- A student?
- Other?

Q5 WHAT IS YOUR OCCUPATIONAL GROUP? Please click in the list below and scroll down to select your answer

- Occupational Therapy
- Physiotherapy
- Radiography
- Pharmacy
- Clinical Psychology
- Psychotherapy
- Arts therapy (e.g. art, music, drama therapy)
- Other qualified Allied Health Professionals (e.g. dietetics, speech and language therapy, complementary therapy)
- Support to Allied Health Professionals (e.g. support worker, therapy helper, therapy assistant or student)
- Other qualified Scientific and Technical or Healthcare Scientists (e.g. haematology, clinical biochemistry, microbiology)
- Support to healthcare scientists (e.g. technicians, assistants or students)
- Medical / Dental - Consultant
- Medical / Dental - In Training (e.g. Foundation Y1 & Y2, StRs (incl FTSTAs & LATs), SHOs, SpRs / SpTs / GPRs)
- Medical / Dental - Other (e.g. Staff and Associate Specialists / Non-consultant career grade)
- Emergency Care Practitioner
- Paramedic
- Emergency Care Assistant
- Ambulance Technician
- Ambulance Control Staff (e.g. call handler, dispatchers, PTS controllers)
- Patient Transport Service (e.g. ambulance drivers, support staff)Public Health / Health Improvement
- Public Health / Health Improvement
- Commissioning managers / support staff
- Adult / General
- Mental health
- Learning disabilities
- Children
- Midwives
- Health Visitors
- District / Community
- Other Registered Nurses
- Nursing auxiliary / Nursing assistant / Healthcare assistant (including Health / Clinical / Nursing Support Worker)
- Approved social workers / Social workers / Residential social workers
- Social care managers
- Social care support staff
- Admin & Clerical (including Medical Secretary)

- Central Functions / Corporate Services (e.g. HR, Finance, Information Systems, Information Technology)
- Maintenance / Ancillary (e.g. housekeeping, domestic staff, maintenance, facilities, estates)
- General Management (N.B. If you are a manager and can choose a group from elsewhere in the list, please select that other occupational group)
- Other occupational group

Q6 DOES YOUR JOB INVOLVE ANY DIRECT CONTACT WITH PATIENTS?

- Yes
- No

Q7 HOW LONG HAVE YOU BEEN WORKING IN THE HEALTH SERVICE?

- Less than 1 year
- 1 year but less than 2 years
- 2 years but less than 5 years
- 5 years but less than 10 years
- 10 years but less than 15 years
- 15+ years
- Don't know

Q8 WHICH TYPE OF TRUST DO YOU WORK FOR?

- Acute Trust (non-specialist)
- Acute Trust (specialist)
- Ambulance Trust
- Community Trust
- Mental Health and Learning Disability Trust
- Other
- Don't know

Q9 HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE?

- Yes
- No

If No Is Selected, Then Skip To IF YOU HAVE NEVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE, IS IT BECAUSE...

Q9a HAVE YOU EVER RAISED A CONCERN ABOUT ANY OF THE FOLLOWING IN THE HEALTH SERVICE? Please indicate all that are applicable:

	Yes	No
A failure to comply with any legal obligation	<input type="radio"/>	<input type="radio"/>
A danger to the health and safety of any individual	<input type="radio"/>	<input type="radio"/>
Environmental damage	<input type="radio"/>	<input type="radio"/>
A criminal offence	<input type="radio"/>	<input type="radio"/>
A miscarriage of justice	<input type="radio"/>	<input type="radio"/>
The deliberate concealment of information about any of the above	<input type="radio"/>	<input type="radio"/>

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE? No Is Selected

Q9b IF YOU HAVE NEVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE, IS IT BECAUSE:

- You never had any concern?
- You had a concern but you didn't know how to raise it?
- You had a concern but you didn't trust the system?
- You had a concern but you feared being victimised?
- Other?

Q10 DOES YOUR EMPLOYER HAVE A WHISTLEBLOWING/CONFIDENTIAL REPORTING PROCEDURE?

- Yes
- No
- Don't know

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE? Yes Is Selected And DOES YOUR EMPLOYER HAVE A WHISTLEBLOWING/CONFIDENTIAL REPORTING PROCEDURE? Yes Is Selected

Q11 DID YOU USE THIS PROCEDURE WHEN RAISING A CONCERN?

- Yes
- No

Answer IF YES TO THE PREVIOUS QUESTION, DID YOU USE THIS PROCEDURE WHEN RAISING A CONCERN? No Is Selected

Q11a IS THIS BECAUSE:

- You did not know how to use the procedure?
- You had a reason not to use the procedure?
- Some other reason?

Q12 HAVE YOU EVER SUFFERED A DETRIMENT AS A RESULT OF SUPPORTING A COLLEAGUE WHO RAISED A CONCERN?

- Yes
- No

If No Is Selected, Then Skip To WOULD YOU FEEL COMFORTABLE APPROACHING A SENIOR MANAGER IN YOUR ORGANISATION TO RAISE A CONCERN?

Answer If HAVE YOU EVER SUFFERED A DETRIMENT AS A RESULT OF SUPPORTING A COLLEAGUE WHO RAISED A CONCERN? Yes Is Selected

Q12a IF YES, WERE YOU: Please indicate any that are applicable:

- Ignored by colleagues?
- Ignored by management?
- Victimised by colleagues?
- Victimised by management?
- Other?

Q13 WOULD YOU FEEL COMFORTABLE APPROACHING A SENIOR MANAGER IN YOUR ORGANISATION TO RAISE A CONCERN?

- Yes
- No

Q14 TO WHAT EXTENT DO YOU FEEL THAT YOUR ORGANISATION LISTENS TO CONCERNS RAISED BY STAFF?

- Very willing to listen
- Willing to listen
- Neither willing or unwilling to listen
- Unwilling to listen
- Very unwilling to listen

Q15 DOES YOUR ORGANISATION ENCOURAGE THE SHARING OF BEST PRACTICE AMONGST DIFFERENT WARDS, TEAM, GROUPS etc?

- Yes
- No
- Don't know

Q16 COMPARED TO 12 MONTHS AGO, IF YOU HAD A CONCERN ARE YOU MORE OR LESS LIKELY TO RAISE IT?

- More likely
- As likely
- Less likely
- Don't know

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE? Yes Is Selected

YOU WILL NOW BE PROGRESSING TO ANOTHER SECTION IN THE SURVEY. IF YOU NEED TO REVIEW YOUR ANSWERS PLEASE DO SO NOW.

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE? No Is Selected

YOU HAVE ALMOST REACHED THE END OF THE SURVEY. IF YOU NEED TO REVIEW YOUR ANSWERS PLEASE DO SO NOW.

YOU HAVE REACHED THE END OF THE SURVEY. PLEASE SUBMIT YOUR RESPONSES. THANK YOU

SECTION A

Answer IF YES TO THE PREVIOUS QUESTION, DID YOU USE THIS PROCEDURE WHEN RAISING A CONCERN? Yes Is Selected

Q1 WHAT TYPES OF CONCERNS HAVE YOU REPORTED? Please tick all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other

Q2 ON HOW MANY OCCASIONS DURING THE LAST FIVE YEARS HAVE YOU RAISED A CONCERN?

- 0
- 1 occasion
- 2-3 occasions
- 4-8 occasions
- 9-19 occasions
- 20+ occasions
- Don't know

Q3 FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFORE USING THE PROCEDURE?

- Yes
- No

Answer If FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFORE USING THE PROCEDURE? Yes Is Selected

Q3a FROM WHOM DID YOU TAKE ADVICE? Please indicate all that are applicable:

- A work colleague
- An internal helpline
- An external helpline
- A trade union
- A professional body
- A friend/relative
- A lawyer
- Public concern at work
- Other

Q4 WITH WHOM DID YOU FIRST RAISE YOUR CONCERN? Please tick one answer only

- Datix
- The line manager informally
- The line manager in writing
- Head of department
- Chief executive
- Head/chair of the audit committee
- Clinical director
- Human resources
- Internal hotline
- Chair of governors
- Incident report form
- A person designated by the Trust to receive concerns
- Other - internal
- Other - external

If other - external Is Not Empty, Then Skip To WHY DID YOU RAISE THE CONCERN OUTSIDE THE TRUST?

Q5 IF THE MATTER WAS FIRST RAISED WITHIN YOUR TRUST, WERE YOU SATISFIED WITH THE RESPONSE TO YOUR CONCERN?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Q5a DID YOU TAKE THE MATTER FURTHER WITHIN YOUR TRUST?

- Yes
- No

If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?

Q5b TO WHOM DID YOU TAKE THE CONCERN? Please indicate all that are applicable:

- Head of department
- Chief executive
- Chair of ethics committee
- Head/chair of the audit committee
- Clinical director
- Human resources
- Internal hotline
- Incident report form
- Chair of governors
- A person designated by the Trust to receive concerns
- Other

Q5c DID THIS RESOLVE THE MATTER?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Answer If DID THIS RESOLVE THE MATTER No Is Selected

Q6 DID YOU RAISE THE MATTER AGAIN INTERNALLY?

- Yes
- No

Q7 DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?

- Yes
- No

If No Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Answer If Did you take the matter outside of the Trust? & Yes Is Selected

Q7a WHY DID YOU RAISE THE CONCERN OUTSIDE THE TRUST? Please indicate all that are applicable:

- The internal procedure was taking too long
- I was not satisfied with the outcome of the internal procedure
- I did not have confidence in the internal procedure
- I was worried about the potential impact on my career
- Other

Q7b DID YOU RAISE THE CONCERN WITH: Please indicate all that are applicable:

- A professional body?
- A trade union?
- An MP?
- A health service regulator?
- The police?
- The media?
- Public concern at work?
- External hotline?
- Ombudsmen?
- Other?

Q7c WHEN YOU RAISED YOUR CONCERN EXTERNALLY, HOW SATISFIED WERE YOU WITH THE SUPPORT YOU RECEIVED?

- Very Satisfied
- Satisfied
- Neither satisfied or dissatisfied
- Dissatisfied
- Very Dissatisfied

Q8 WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

- Yes
- No
- Don't know

Answer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected

Q8a WAS THIS:

- Internal?
- External?
- Both?
- Don't know?

Answer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected

Q8b WERE YOU TOLD OF THE OUTCOME?

- Yes
- No

If No Is Selected, Then Skip To AFTER RAISING YOUR CONCERN WERE YOU...

Answer If WERE YOU TOLD OF THE OUTCOME? Yes Is Selected

Q8c WAS WRONGDOING FOUND TO HAVE OCCURRED?

- Yes
- No
- Don't know

Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected

Q8d WAS IT DEALT WITH?

- Yes
- No
- Don't know

Q9 AFTER RAISING YOUR CONCERN WERE YOU: Please indicate all that are applicable

- Praised by co-workers?
- Praised by management?
- Ignored by co-workers?
- Ignored by management?
- Victimised by co-workers?
- Victimised by management?
- None of the above?

Q10 AFTER RAISING YOUR CONCERN DID YOU FEEL:

- Very safe?
- Safe?
- Neither safe nor unsafe?
- Unsafe?
- Very unsafe?

Q11 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS WRONGDOING WITHIN YOUR TRUST?

- Highly Likely
- Likely
- Neither Likely or Unlikely
- Unlikely
- Highly Unlikely

Q12 THIS IS THE FINAL QUESTION WOULD ANY OF THE FOLLOWING MEASURES, IF MADE AVAILABLE WHERE YOU WORK, MAKE IT MORE OR LESS LIKELY THAT YOU WOULD RAISE A CONCERN IN FUTURE?

	Very Likely	Likely	Neither Likely or Unlikely	Unlikely	Very Unlikely	Don't know / Not applicable
An independent person or organisation being authorised by the Trust for whom you work to receive information about concerns you want to raise and believe to be serious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An undertaking by the Trust for which you work to protect your identity as the source of information about the concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to raise your concern anonymously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A financial reward for raising a serious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<p>concern</p> <p>A duty on the Trust for which you work to report to a regulator the concern you have raised if the Trust has rejected the basis for your concern, or taken no action on it within a specified period</p>	○	○	○	○	○	○
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SECTION B

Answer If IF YES TO THE PREVIOUS QUESTION, DID YOU USE THIS PROCEDURE WHEN RAISING A CONCERN? No Is Selected

Q1 WHAT TYPES OF CONCERNS HAVE YOU REPORTED? Please tick all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other

Q2 ON HOW MANY OCCASIONS DURING THE LAST FIVE YEARS HAVE YOU RAISED A CONCERN?

- 0
- 1 occasion
- 2-3 occasions
- 4-8 occasions
- 9-19 occasions
- 20+ occasions
- Don't know

Q3 FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFOREHAND?

- Yes
- No

Answer If FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFORE USING THE PROCEDURE? & Yes Is Selected

Q3a FROM WHOM DID YOU TAKE ADVICE? Please indicate all that are applicable:

- A work colleague
- An internal helpline
- An external helpline
- A trade union
- A professional body
- A friend/relative
- A lawyer
- Public concern at work
- Other

Q4 DID YOU RAISE YOUR CONCERN INTERNALLY?

- Yes
- No

If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?

Q4a WITH WHOM IN THE TRUST DID YOU FIRST RAISE YOUR CONCERN? Please tick one answer only

- Datix
- The line manager informally
- The line manager in writing
- Head of department
- Chief executive
- Head/chair of the audit committee
- Clinical director
- Human resources
- Internal hotline
- Incident report form
- Chair of governors
- A person designated by the Trust to receive concerns
- Other - Internal

Q4b WERE YOU SATISFIED WITH YOUR TRUST'S RESPONSE TO YOUR CONCERN?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Q5 DID YOU TAKE THE MATTER FURTHER WITHIN YOUR TRUST?

- Yes
- No

If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?

Q5a TO WHOM DID YOU TAKE THE CONCERN? Please indicate all that are applicable:

- Head of department
- Chief executive
- Chair of ethics committee
- Head/chair of the audit committee
- Clinical director
- Human resources
- Internal hotline
- Incident report form
- Chair of governors
- A person designated by the Trust to receive concerns
- Other

Q5b DID THIS RESOLVE THE MATTER?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Answer If Did this resolve the matter? No Is Selected

Q6 DID YOU RAISE THE MATTER AGAIN INTERNALLY?

- Yes
- No

Q7 DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?

- Yes
- No

If No Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Answer If Did you take the matter outside of the Trust? Yes Is Selected

Q7a WHY DID YOU FEEL THE NEED TO RAISE THE CONCERN OUTSIDE THE TRUST? Please indicate all that are applicable:

- The internal procedure was taking too long
- I was not satisfied with the outcome of the internal procedure
- I did not have confidence in the internal procedure
- I was worried about the potential impact on my career
- Other

Q7b DID YOU RAISE THE CONCERN WITH: Please indicate all that are applicable:

- A professional body?
- A trade union?
- An MP?
- A health service regulator?
- The police?
- The media?
- Public concern at work?
- Ombudsmen?
- Other?

Q7c WHEN YOU RAISED YOUR CONCERN EXTERNALLY, HOW SATISFIED WERE YOU WITH THE SUPPORT YOU RECEIVED?

- Very Satisfied
- Satisfied
- Neither satisfied or dissatisfied
- Dissatisfied
- Very Dissatisfied

Q8 WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

- Yes
- No
- Don't know

Answer If Was an investigation of your concern carried out? Yes Is Selected

Q8a WAS THIS:

- Internal?
- External?
- Both?
- Don't know?

Answer If Was an investigation of your concern carried out? Yes Is Selected

Q8b WERE YOU TOLD THE OUTCOME?

- Yes
- No

Answer If Were you told the outcome? Yes Is Selected

Q8c WAS WRONGDOING FOUND TO HAVE OCCURRED?

- Yes
- No
- Don't know

Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected

Q8d WAS IT DEALT WITH?

- Yes
- No
- Don't know

Q9 AFTER RAISING YOUR CONCERN WERE YOU: Please indicate all that are applicable

- Praised by co-workers?
- Praised by management?
- Ignored by co-workers?
- Ignored by management?
- Victimised by co-workers?
- Victimised by management?
- None of the above?

Q10 AFTER RAISING YOUR CONCERN DID YOU FEEL:

- Very safe?
- Safe?
- Neither safe nor unsafe?
- Unsafe?
- Very unsafe?

Q11 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS WRONGDOING WITHIN YOUR TRUST?

- Highly Likely
- Likely
- Neither Likely or Unlikely
- Unlikely
- Highly Unlikely

Q12 THIS IS THE FINAL QUESTION WOULD ANY OF THE FOLLOWING MEASURES, IF MADE AVAILABLE WHERE YOU WORK, MAKE IT MORE OR LESS LIKELY THAT YOU WOULD RAISE A CONCERN IN FUTURE?

	Very Likely	Likely	Neither Likely or Unlikely	Unlikely	Very Unlikely	Don't know / Not applicable
An independent person or organisation being authorised by the trust for whom you work to receive information about concerns you want to raise and believe to be serious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An undertaking by the trust for which you work to protect your identity as the source of information about the concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to raise your concern anonymously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A financial reward for raising a serious concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A duty on the trust for which you work to report to a regulator the concern you have raised if the trust has rejected the basis for your	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

concern, or taken no action on it within a specified period						
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SECTION C

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE? Yes Is Selected And DOES YOUR EMPLOYER HAVE A WHISTLEBLOWING/CONFIDENTIAL REPORTING PROCEDURE? Yes Is Not Selected

Q1 WHAT TYPES OF CONCERNS HAVE YOU REPORTED? Please tick all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other

Q2 ON HOW MANY OCCASIONS DURING THE LAST FIVE YEARS HAVE YOU RAISED A CONCERN?

- 0
- 1 occasion
- 2-3 occasions
- 4-8 occasions
- 9-19 occasions
- 20+ occasions
- Don't know

Q3 FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFOREHAND?

- Yes
- No

Answer If FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFOREHAND? & Yes Is Selected

Q3a FROM WHOM DID YOU TAKE ADVICE? Please indicate all that are applicable:

- A work colleague
- An internal helpline
- An external helpline
- A trade union
- A professional body
- A friend/relative
- A lawyer
- Public concern at work
- Other

Q4 DID YOU RAISE YOUR CONCERN INTERNALLY?

- Yes
- No

If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?

Q4a WITH WHOM IN THE TRUST DID YOU FIRST RAISE YOUR CONCERN? Please tick one answer only

- Datix
- The line manager informally
- The line manager in writing
- Head of department
- Chief executive
- Head/chair of the audit committee
- Clinical Director
- Human resources
- Internal hotline
- Incident report form
- Chair of governors
- A person designated by the Trust to receive concerns
- Other - Internal

Q4b WERE YOU SATISFIED WITH YOUR TRUST'S RESPONSE TO YOUR CONCERN?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Q5 DID YOU TAKE THE MATTER FURTHER WITHIN YOUR TRUST?

- Yes
- No

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Q5b DID THIS RESOLVE THE MATTER?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Answer If Did this resolve the matter? No Is Selected

Q6 DID YOU RAISE THE MATTER AGAIN INTERNALLY?

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Q7c WHEN YOU RAISED YOUR CONCERN EXTERNALLY, HOW SATISFIED WERE YOU WITH THE SUPPORT YOU RECEIVED?

- Very Satisfied
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- Very Dissatisfied

Q8 WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

- Yes
- No
- Don't know

Answer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected

Q8a WAS THIS:

- Internal?
- External?
- Both?
- Don't know?

Answer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected

Q8b WERE YOU TOLD THE OUTCOME?

- Yes
- No

Answer If WERE YOU TOLD THE OUTCOME? Yes Is Selected

Q8c WAS WRONGDOING FOUND TO HAVE OCCURRED?

- Yes
- No
- Don't know

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The ability to raise your concern anonymously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A financial reward for raising a serious concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A duty on the trust for which you work to report to a regulator the concern you have raised if the trust has rejected the basis for your	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

concern, or taken no action on it within a specified period						
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GP PRACTICE & COMMUNITY PHARMACY (PRIMARY CARE)

STAFF SURVEY

STRICTLY CONFIDENTIAL

Reporting concerns about suspected wrongdoing (whistleblowing):
an online survey of GP practice and community pharmacy staff

Q1 WHAT GENDER ARE YOU?

- Male
- Female

Q2 WHAT IS YOUR ETHNIC BACKGROUND? Please click in the list below and scroll down to select your answer

- White British
- White Irish
- Any other White background
- Mixed - White and Black Caribbean
- Mixed - White and Black African
- Mixed - White and Asian
- Any other mixed background
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Asian or Asian British - Bangladeshi
- Any other Asian background
- Black or Black British - Caribbean
- Black or Black British - African
- Any other Black background
- Chinese
- Any other ethnic group

Q3 WHAT IS YOUR AGE?

- 16-20
- 21-30
- 31-40
- 41-50
- 51-65
- 66+

Q4 ARE YOU: please indicate all applicable

- Employed by an NHS Trust?
- Employed by an NHS contractor e.g. GP practice?
- Self-employed e.g. GP?
- A trainee?
- A student?
- Other?

Q5 WHAT IS YOUR OCCUPATIONAL GROUP? Please click in the list below and scroll down to select your answer

- GP
- Nurse
- Healthcare Assistant
- Superintendent pharmacist
- Responsible pharmacist
- Other pharmacist
- Registered Pharmacy Technician
- Dispensing Assistant
- Other healthcare professional
- Practice Manager
- Receptionist
- Other

Q6 DOES YOUR JOB INVOLVE ANY DIRECT CONTACT WITH PATIENTS?

- Yes
- No

Q7 HOW LONG HAVE YOU BEEN WORKING IN THE HEALTH SERVICE?

- Less than 1 year
- 1 year but less than 2 years
- 2 years but less than 5 years
- 5 years but less than 10 years
- 10 years but less than 15 years
- 15+ years
- Don't know

Q8 WHICH TYPE OF ORGANISATION DO YOU WORK FOR?

- GP Practice
- Community Pharmacy (independent)
- Community Pharmacy (multiple)
- Other

Q9 HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE?

- Yes
- No

If No Is Selected, Then Skip To IF YOU HAVE NEVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE?

Q9a HAVE YOU EVER RAISED A CONCERN ABOUT ANY OF THE FOLLOWING IN THE HEALTH SERVICE? Please indicate all that are applicable:

	Yes	No
A failure to comply with any legal obligation	<input type="radio"/>	<input type="radio"/>
A danger to the health and safety of any individual	<input type="radio"/>	<input type="radio"/>
Environmental damage	<input type="radio"/>	<input type="radio"/>
A criminal offence	<input type="radio"/>	<input type="radio"/>
A miscarriage of justice	<input type="radio"/>	<input type="radio"/>
The deliberate concealment of information about any of the above	<input type="radio"/>	<input type="radio"/>

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE? No Is Selected

Q9b IF YOU HAVE NEVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE, IS IT BECAUSE:

- You never had any concern
- You had a concern but you didn't know how to raise it
- You had a concern but you didn't trust the system
- You had a concern but you feared being victimised
- Other

Q10 DOES YOUR EMPLOYER HAVE A WHISTLEBLOWING/CONFIDENTIAL REPORTING PROCEDURE?

- Yes
- No
- Don't know

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE? Yes Is Selected And DOES YOUR EMPLOYER HAVE A WHISTLEBLOWING/CONFIDENTIAL REPORTING PROCEDURE? Yes Is Selected

Q11 DID YOU USE THIS PROCEDURE WHEN RAISING A CONCERN?

- Yes
- No

Answer If IF YES TO THE PREVIOUS QUESTION, DID YOU USE THIS PROCEDURE WHEN RAISING A CONCERN? No Is Selected

Q11a IS THIS BECAUSE:

- You did not know how to use the procedure?
- You had a reason not to use the procedure?
- Some other reason?

Q12 HAVE YOU EVER SUFFERED A DETRIMENT AS A RESULT OF SUPPORTING A COLLEAGUE WHO RAISED A CONCERN?

- Yes
- No

If No Is Selected, Then Skip To WOULD YOU FEEL COMFORTABLE APPROACHING A SENIOR MANAGER IN YOUR ORGANISATION TO RAISE A CONCERN?

Answer If HAVE YOU EVER SUFFERED A DETRIMENT AS A RESULT OF SUPPORTING A COLLEAGUE WHO RAISED A CONCERN? Yes Is Selected

Q12a IF YES, WERE YOU: Please indicate any that are applicable:

- Ignored by colleagues?
- Ignored by management?
- Victimised by colleagues?
- Victimised by management?
- Other?

Q13 WOULD YOU FEEL COMFORTABLE APPROACHING A SENIOR MANAGER IN YOUR ORGANISATION TO RAISE A CONCERN?

- Yes
- No

Q14 TO WHAT EXTENT DO YOU FEEL THAT YOUR ORGANISATION LISTENS TO CONCERNS RAISED BY STAFF?

- Very willing to listen
- Willing to listen
- Neither willing or unwilling to listen
- Unwilling to listen
- Very unwilling to listen

Q15 DOES YOUR ORGANISATION ENCOURAGE THE SHARING OF BEST PRACTICE AMONGST DIFFERENT TEAMS, GROUPS etc?

- Yes
- No

Q16 COMPARED TO 12 MONTHS AGO, IF YOU HAD A CONCERN ARE YOU MORE OR LESS LIKELY TO RAISE IT?

- More likely
- As likely
- Less likely
- Don't know

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE? Yes Is Selected

YOU WILL NOW BE PROGRESSING TO ANOTHER SECTION IN THE SURVEY. IF YOU NEED TO REVIEW YOUR ANSWERS PLEASE DO SO NOW.

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE? No Is Selected

YOU HAVE ALMOST REACHED THE END OF THE SURVEY. IF YOU NEED TO REVIEW YOUR ANSWERS PLEASE DO SO NOW.

YOU HAVE REACHED THE END OF THE SURVEY. PLEASE SUBMIT YOUR RESPONSES. THANK YOU

SECTION A

Answer If IF YES TO THE PREVIOUS QUESTION, DID YOU USE THIS PROCEDURE WHEN RAISING A CONCERN? Yes Is Selected

Q1 WHAT TYPES OF CONCERNS HAVE YOU REPORTED? Please tick all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other

Q2 ON HOW MANY OCCASIONS DURING THE LAST FIVE YEARS HAVE YOU RAISED A CONCERN?

- 0
- 1 occasion
- 2-3 occasions
- 4-8 occasions
- 9-19 occasions
- 20+ occasions
- Don't know

Q3 FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFORE USING THE PROCEDURE?

- Yes
- No

Answer If FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFORE USING THE PROCEDURE? Yes Is Selected

Q3a FROM WHOM DID YOU TAKE ADVICE? Please indicate all that are applicable:

- A work colleague
- An internal helpline
- An external helpline
- A trade union
- A professional body
- A friend/relative
- A lawyer
- Public concern at work
- Other

Q4 WITH WHOM DID YOU FIRST RAISE YOUR CONCERN? Please tick one answer only

- The line manager informally
- The line manager in writing
- Chief executive
- Senior Partner
- Senior Manager/Leader
- Human resources
- Internal hotline
- Incident report form
- A person designated by your organisation to receive concerns
- Other - internal
- Other - external

If other - external Is Not Empty, Then Skip To WHY DID YOU RAISE THE CONCERN OUTSIDE YOUR ORGANISATION?

Q5 IF THE MATTER WAS FIRST RAISED WITHIN YOUR ORGANISATION, WERE YOU SATISFIED WITH THE RESPONSE TO YOUR CONCERN?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Q5a DID YOU TAKE THE MATTER FURTHER WITHIN YOUR ORGANISATION?

- Yes
- No

If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?

Q5b TO WHOM DID YOU TAKE THE CONCERN? Please indicate all that are applicable:

- Chief executive
- Senior Partner
- Senior Manager/Leader
- Human resources
- Internal hotline
- Incident report form
- A person designated by your organisation to receive concerns
- Other

Q5c DID THIS RESOLVE THE MATTER?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Answer If DID THIS RESOLVE THE MATTER No Is Selected

Q6 DID YOU RAISE THE MATTER AGAIN INTERNALLY?

- Yes
- No

Q7 DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?

- Yes
- No

If No Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Answer If Did you take the matter outside of your organisation? Yes Is Selected

Q7a WHY DID YOU RAISE THE CONCERN OUTSIDE YOUR ORGANISATION? Please indicate all that are applicable:

- The internal procedure was taking too long
- I was not satisfied with the outcome of the internal procedure
- I did not have confidence in the internal procedure
- I was worried about the potential impact on my career
- Other

Q7b DID YOU RAISE THE CONCERN WITH: Please indicate all that are applicable:

- A professional body?
- A trade union?
- An MP?
- A health service regulator?
- The police?
- The media?
- Public concern at work?
- External hotline?
- Ombudsmen?
- Other?

Q7c WHEN YOU RAISED YOUR CONCERN EXTERNALLY, HOW SATISFIED WERE YOU WITH THE SUPPORT YOU RECEIVED?

- Very Satisfied
- Satisfied
- Neither satisfied or dissatisfied
- Dissatisfied
- Very Dissatisfied

Q8 WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

- Yes
- No
- Don't know

Answer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected

Q8a WAS THIS:

- Internal?
- External?
- Both?
- Don't know?

Answer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected

Q8b WERE YOU TOLD OF THE OUTCOME?

- Yes
- No

If No Is Selected, Then Skip To AFTER RAISING YOUR CONCERN WERE YOU...

Answer If WERE YOU TOLD OF THE OUTCOME? Yes Is Selected

Q8c WAS WRONGDOING FOUND TO HAVE OCCURRED?

- Yes
- No
- Don't know

Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected

Q8d WAS IT DEALT WITH?

- Yes
- No
- Don't know

Q9 AFTER RAISING YOUR CONCERN WERE YOU: Please indicate all that are applicable

- Praised by co-workers?
- Praised by management?
- Ignored by co-workers?
- Ignored by management?
- Victimised by co-workers?
- Victimised by management??
- None of the above

Q10 AFTER RAISING YOUR CONCERN DID YOU FEEL:

- Very safe?
- Safe?
- Neither safe nor unsafe?
- Unsafe?
- Very unsafe?

Q11 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS WRONGDOING WITHIN YOUR ORGANISATION?

- Highly Likely
- Likely
- Neither Likely or Unlikely
- Unlikely
- Highly Unlikely

Q12 THIS IS THE FINAL QUESTION WOULD ANY OF THE FOLLOWING MEASURES, IF MADE AVAILABLE WHERE YOU WORK, MAKE IT MORE OR LESS LIKELY THAT YOU WOULD RAISE A CONCERN IN FUTURE?

	Very Likely	Likely	Neither Likely or Unlikely	Unlikely	Very Unlikely	Don't know / Not applicable
An independent person or organisation being authorised by the organisation for whom you work to receive information about concerns you want to raise and believe to be serious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An undertaking by the organisation for which you work to protect your identity as the source of information about the concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to raise your concern anonymously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A financial reward for raising a serious concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A duty on the organisation for which you work to report to a regulator the concern you have raised if your organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

has rejected the basis for your concern, or taken no action on it within a specified period						
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SECTION B

Answer If IF YES TO THE PREVIOUS QUESTION, DID YOU USE THIS PROCEDURE WHEN RAISING A CONCERN? No Is Selected

Q1 WHAT TYPES OF CONCERNS HAVE YOU REPORTED? Please tick all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other

Q2 ON HOW MANY OCCASIONS DURING THE LAST FIVE YEARS HAVE YOU RAISED A CONCERN?

- 0
- 1 occasion
- 2-3 occasions
- 4-8 occasions
- 9-19 occasions
- 20+ occasions
- Don't know

Q3 FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFOREHAND?

- Yes
- No

Answer If FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFORE USING THE PROCEDURE? & Yes Is Selected

Q3a FROM WHOM DID YOU TAKE ADVICE? Please indicate all that are applicable:

- A work colleague
- An internal helpline
- An external helpline
- A trade union
- A professional body
- A friend/relative
- A lawyer
- Public concern at work
- Other

Q4 DID YOU RAISE YOUR CONCERN INTERNALLY?

- Yes
- No

If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?

Q4a WITH WHOM IN YOUR ORGANISATION DID YOU FIRST RAISE YOUR CONCERN? Please tick one answer only

- The line manager informally
- The line manager in writing
- Chief executive
- Senior Partner
- Senior Manager/Leader
- Human resources
- Internal hotline
- Incident report form
- A person designated by your organisation to receive concerns
- Other - Internal

Q4b WERE YOU SATISFIED WITH YOUR ORGANISATION'S RESPONSE TO YOUR CONCERN?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Q5 DID YOU TAKE THE MATTER FURTHER WITHIN YOUR ORGANISATION?

- Yes
- No

If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?

Q5a TO WHOM DID YOU TAKE THE CONCERN? Please indicate all that are applicable:

- Chief executive
- Senior Partner
- Senior Manager/Leader
- Human resources
- Internal hotline
- Incident report form
- A person designated by your organisation to receive concerns
- Other

Q5b DID THIS RESOLVE THE MATTER?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Answer If Did this resolve the matter? No Is Selected

Q6 DID YOU RAISE THE MATTER AGAIN INTERNALLY?

- Yes
- No

Q7 DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?

- Yes
- No

If No Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Answer If Did you take the matter outside of your organisation? Yes Is Selected

Q7a WHY DID YOU FEEL THE NEED TO RAISE THE CONCERN OUTSIDE YOUR ORGANISATION? Please indicate all that are applicable:

- The internal procedure was taking too long
- I was not satisfied with the outcome of the internal procedure
- I did not have confidence in the internal procedure
- I was worried about the potential impact on my career
- Other

Q7b DID YOU RAISE THE CONCERN WITH: Please indicate all that are applicable:

- A professional body?
- A trade union?
- An MP?
- A health service regulator?
- The police?
- The media?
- Public concern at work?
- Ombudsmen?
- Other?

Q7c WHEN YOU RAISED YOUR CONCERN EXTERNALLY, HOW SATISFIED WERE YOU WITH THE SUPPORT YOU RECEIVED?

- Very Satisfied
- Satisfied
- Neither satisfied or dissatisfied
- Dissatisfied
- Very Dissatisfied

Q8 WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

- Yes
- No
- Don't know

Answer If Was an investigation of your concern carried out? Yes Is Selected

Q8a WAS THIS:

- Internal?
- External?
- Both?
- Don't know?

Answer If Was an investigation of your concern carried out? Yes Is Selected

Q8b WERE YOU TOLD THE OUTCOME?

- Yes
- No

Answer If Were you told the outcome? Yes Is Selected

Q8c WAS WRONGDOING FOUND TO HAVE OCCURRED?

- Yes
- No
- Don't know

Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected

Q8d WAS IT DEALT WITH?

- Yes
- No
- Don't know

Q9 AFTER RAISING YOUR CONCERN WERE YOU: Please indicate all that are applicable

- Praised by co-workers?
- Praised by management?
- Ignored by co-workers?
- Ignored by management?
- Victimised by co-workers?
- Victimised by management?
- None of the above?

Q10 AFTER RAISING YOUR CONCERN DID YOU FEEL:

- Very safe?
- Safe?
- Neither safe nor unsafe?
- Unsafe?
- Very unsafe?

Q11 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS WRONGDOING WITHIN YOUR ORGANISATION?

- Highly Likely
- Likely
- Neither Likely or Unlikely
- Unlikely
- Highly Unlikely

Q12 THIS IS THE FINAL QUESTION WOULD ANY OF THE FOLLOWING MEASURES, IF MADE AVAILABLE WHERE YOU WORK, MAKE IT MORE OR LESS LIKELY THAT YOU WOULD RAISE A CONCERN IN FUTURE?

	Very Likely	Likely	Neither Likely or Unlikely	Unlikely	Very Unlikely	Don't know / Not applicable
An independent person or organisation being authorised by the organisation for whom you work to receive information about concerns you want to raise and believe to be serious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An undertaking by the organisation for which you work to protect your identity as the source of information about the concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to raise your concern anonymously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A financial reward for raising a serious concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A duty on the organisation for which you work to report to a regulator the concern you have raised if your organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

has rejected the basis for your concern, or taken no action on it within a specified period						
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SECTION C

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE? Yes Is Selected And DOES YOUR EMPLOYER HAVE A WHISTLEBLOWING/CONFIDENTIAL REPORTING PROCEDURE? Yes Is Not Selected

Q1 WHAT TYPES OF CONCERNS HAVE YOU REPORTED? Please tick all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other

Q2 ON HOW MANY OCCASIONS DURING THE LAST FIVE YEARS HAVE YOU RAISED A CONCERN?

- 0
- 1 occasion
- 2-3 occasions
- 4-8 occasions
- 9-19 occasions
- 20+ occasions
- Don't know

Q3 FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFOREHAND?

- Yes
- No

Answer If FOCUSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFOREHAND? & Yes Is Selected

Q3a FROM WHOM DID YOU TAKE ADVICE? Please indicate all that are applicable:

- A work colleague
- An internal helpline
- An external helpline
- A trade union
- A professional body
- A friend/relative
- A lawyer
- Public concern at work
- Other

Q4 DID YOU RAISE YOUR CONCERN INTERNALLY?

- Yes
- No

If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?

Q4a WITH WHOM IN YOUR ORGANISATION DID YOU FIRST RAISE YOUR CONCERN? Please tick one answer only

- The line manager informally
- The line manager in writing
- Chief executive
- Senior Partner
- Senior Manager/Leader
- Human resources
- Internal hotline
- Incident report form
- A person designated by your organisation to receive concerns
- Other - Internal

Q4b WERE YOU SATISFIED WITH YOUR ORGANISATION'S RESPONSE TO YOUR CONCERN?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Q5 DID YOU TAKE THE MATTER FURTHER WITHIN YOUR ORGANISATION?

- Yes
- No

If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?

Q5a TO WHOM DID YOU TAKE THE CONCERN? Please indicate all that are applicable:

- Chief executive
- Human resources
- Internal hotline
- Incident report form
- A person designated by your organisation to receive concerns
- Other
- Senior Partner
- Senior Manager/Leader

Q5b DID THIS RESOLVE THE MATTER?

- Yes
- No

If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Answer If Did this resolve the matter? No Is Selected

Q6 DID YOU RAISE THE MATTER AGAIN INTERNALLY?

- Yes
- No

Q7 DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?

- Yes
- No

If No Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Q7a WHY DID YOU FEEL THE NEED TO RAISE THE CONCERN OUTSIDE YOUR ORGANISATION? Please indicate all that are applicable:

- The internal procedure was taking too long
- I was not satisfied with the outcome of the internal procedure
- I did not have confidence in the internal procedure
- I was worried about the potential impact on my career
- Other

Q7b DID YOU RAISE THE CONCERN WITH: Please indicate all that are applicable:

- A professional body?
- A trade union?
- An MP?
- A health service regulator?
- The police?
- The media?
- Public concern at work?
- Ombudsmen?
- Other?

Q7c WHEN YOU RAISED YOUR CONCERN EXTERNALLY, HOW SATISFIED WERE YOU WITH THE SUPPORT YOU RECEIVED?

- Very Satisfied
- Satisfied
- Neither satisfied or dissatisfied
- Dissatisfied
- Very Dissatisfied

Q8 WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

- Yes
- No
- Don't know

Answer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected

Q8a WAS THIS:

- Internal?
- External?
- Both?
- Don't know?

Answer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected

Q8b WERE YOU TOLD OF THE OUTCOME?

- Yes
- No

Answer If WERE YOU TOLD OF THE OUTCOME? Yes Is Selected

Q8c WAS WRONGDOING FOUND TO HAVE OCCURRED?

- Yes
- No
- Don't know

Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected

Q8d WAS IT DEALT WITH?

- Yes
- No
- Don't know

Q9 AFTER RAISING YOUR CONCERN WERE YOU: Please indicate all that are applicable

- Praised by co-workers?
- Praised by management?
- Ignored by co-workers?
- Ignored by management?
- Victimised by co-workers?
- Victimised by management?
- None of the above?

Q10 AFTER RAISING YOUR CONCERN DID YOU FEEL:

- Very safe?
- Safe?
- Neither safe nor unsafe?
- Unsafe?
- Very unsafe?
-

Q11 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS WRONGDOING WITHIN YOUR ORGANISATION?

- Highly Likely
- Likely
- Neither Likely or Unlikely
- Unlikely
- Highly Unlikely

Q12 THIS IS THE FINAL QUESTION WOULD ANY OF THE FOLLOWING MEASURES, IF MADE AVAILABLE WHERE YOU WORK, MAKE IT MORE OR LESS LIKELY THAT YOU WOULD RAISE A CONCERN IN FUTURE?

	Very Likely	Likely	Neither Likely or Unlikely	Unlikely	Very Unlikely	Don't know / Not applicable
An independent person or organisation being authorised by the organisation for whom you work to receive information about concerns you want to raise and believe to be serious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An undertaking by the organisation for which you work to protect your identity as the source of information about the concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to raise your concern anonymously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A financial reward for raising a serious concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A duty on the organisation for which you work to report to a regulator the concern you have raised if your organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

has rejected the basis for your concern, or taken no action on it within a specified period						
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HEALTH SERVICE TRUSTS SURVEY

STRICTLY CONFIDENTIAL

**AN ONLINE SURVEY OF CONFIDENTIAL REPORTING/WHISTLEBLOWING PROCEDURES USED BY
HEALTH SERVICE TRUSTS**

Q1 PLEASE INDICATE THE NATURE OF YOUR TRUST?

- acute (non-specialist)
- acute (specialist)
- ambulance
- community
- mental health and learning disability
- Other

Q2 PLEASE INDICATE HOW MANY STAFF WORK FOR YOUR TRUST?

- Less than 50
- 50-100
- 101-500
- 501-1000
- Greater than 1000
- Don't know

Q3 DOES YOUR TRUST HAVE A POLICY WHICH OFFERS GUIDANCE ON HOW TO RAISE A CONCERN ABOUT SUSPECTED WRONGDOING AND WHAT PROTECTION STAFF MAY GET IF THEY DO SO?

- Yes
- No
- Don't know

Answer If DOES YOUR TRUST HAVE A POLICY WHICH OFFERS GUIDANCE ON HOW TO RAISE A CONCERN ABOUT SUSPECTED WRONGDOING AND WHAT PROTECTION STAFF MAY GET IF THEY DO SO... Yes Is Selected

Q3a HOW IS THE POLICY DESCRIBED:

- Whistleblowing policy?
- Confidential reporting policy/
- Policy for reporting concerns?
- 'Speak up' policy?
- Other?

Q4 HOW LONG HAS YOUR CONFIDENTIAL REPORTING/WHISTLEBLOWING PROCEDURE ETC. BEEN IN OPERATION?

- Less than a year
- One year or more but less than two years
- Two years or more but less than three years
- Three years or more but less than five years
- Five years or more but less than ten years
- Ten years or more
- Don't know

Q5 WHEN WAS THIS PROCEDURE LAST AMENDED?

- Less than a year
- One year or more but less than two years
- Two years or more but less than three years
- Three years or more but less than five years
- Five years or more but less than ten years
- Ten years or more
- Don't know

Q6 WERE ANY OF THE FOLLOWING CONSULTED ABOUT THE INTRODUCTION OF YOUR PROCEDURE?

Please indicate all that are applicable:

	Yes	No	Don't know
Trade Unions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Bodies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q7 WHO HAS OVERALL RESPONSIBILITY FOR YOUR PROCEDURE? Please identify one only:

- Chief executive
- Chair /head of the audit committee
- Head of human resources
- Chair of governing body
- Head of legal services
- Chair of ethics committee
- Clinical director
- Other
- Don't know

Q8 WHO CAN USE YOUR PROCEDURE? Please indicate all that are applicable:

- Employees
- Self-employed
- Ex-employees
- Members of the public
- Volunteers
- Contractors
- Subcontractors
- Patients
- Suppliers
- Agency workers
- Other
- Don't know

Q9 ACCORDING TO YOUR PROCEDURE, TO WHOM SHOULD PEOPLE INITIALLY REPORT A CONCERN ABOUT SUSPECTED WRONGDOING? Please indicate one only

- Line manager
- A person designated by the trust to receive concerns
- Head of Department
- Chief Executive
- Chair of ethics committee
- Head/Chair of the Audit Committee
- Human Resources
- Internal hotline
- External hotline
- Chair of Governors
- A Health Service Regulator
- Clinical director
- Depends on the concern or circumstances
- Other
- Don't know

Q10 IF THEY NEED AN ALTERNATIVE, TO WHOM SHOULD PEOPLE REPORT A CONCERN? Please indicate all that are applicable:

- Head of Department
- Head of Legal Services
- A person designated by the trust to receive concerns
- Chief Executive
- Chair of ethics committee
- Head/Chair of the Audit Committee
- Human Resources
- Internal hotline
- Chair of Governors
- Clinical director
- External hotline
- A Health Service Regulator
- Depends on the concern or circumstances
- Other - Internal
- Other - External
- Don't know

Q11 DOES YOUR PROCEDURE ENCOURAGE PEOPLE TO USE A PARTICULAR MECHANISM FOR REPORTING CONCERNS?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE ENCOURAGE PEOPLE TO USE A PARTICULAR MECHANISM FOR REPORTING CONCERNS? Yes Is Selected

Q11a WHICH OF THE FOLLOWING MECHANISMS ARE ENCOURAGED FOR REPORTING CONCERNS?

Please indicate all that are applicable:

- Oral reports in person
- Telephone reports
- Paper reports
- Reports by email
- Text messages
- Other
- Don't know

Q12 WHO INVESTIGATES CONCERNS THAT HAVE BEEN REPORTED UNDER YOUR PROCEDURE? Please indicate all that are applicable:

- Legal department
- Line manager
- Head of Department
- Chief Executive
- Chair/Head of Audit Committee
- Human Resources
- Chair of Governors
- Chair of ethics committee
- External body
- Clinical director
- Depends on the concern or circumstances
- Other
- Don't know

Q13 DOES YOUR PROCEDURE ALLOW A CONCERN TO BE REPORTED ANONYMOUSLY?

- Yes
- No
- Don't know

Q14 DOES YOUR PROCEDURE SPECIFY THAT CONFIDENTIALITY WILL BE MAINTAINED?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE SPECIFY THAT CONFIDENTIALITY WILL BE MAINTAINED? Yes Is Selected

Q14a DOES THE PROCEDURE INDICATE THAT IT MAY NOT BE POSSIBLE TO MAINTAIN CONFIDENTIALITY IN ALL CIRCUMSTANCES?

- Yes
- No
- Don't know

Q15 DOES YOUR PROCEDURE INDICATE THAT THE PERSON REPORTING A CONCERN WILL BE KEPT INFORMED ABOUT THE PROGRESS OF ANY INVESTIGATION?

- Yes
- No
- Don't know

Q16 DOES YOUR PROCEDURE SPECIFY WHO CAN BE APPROACHED IF THE PERSON REPORTING A CONCERN IS DISSATISFIED WITH THE WAY IT HAS BEEN HANDLED?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE SPECIFY WHO CAN BE APPROACHED IF THE PERSON REPORTING A CONCERN IS DISSATISFIED WITH THE WAY IT HAS BEEN HANDLED? Yes Is Selected

Q16a PLEASE INDICATE ALL THE POSSIBLE PERSONS THAT CAN BE APPROACHED:

- Chief Executive
- Clinical director
- Chair of ethics committee
- Chair/Head of Audit Committee
- Human Resources
- Chair of Governors
- Professional body
- Trade union
- MP
- A health service regulator
- Use grievance procedure
- Other –internal
- Other –external
- Depends on the concern or circumstances

Q17 DOES YOUR PROCEDURE STATE THAT INDEPENDENT ADVICE IS AVAILABLE TO A PERSON REPORTING A CONCERN OR CONSIDERING DOING SO?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE STATE THAT INDEPENDENT ADVICE IS AVAILABLE TO A PERSON REPORTING A CONCERN OR CONSIDERING DOING SO?... Yes Is Selected

Q17a PLEASE INDICATE FROM WHOM: Please indicate all that are applicable:

- Trade union?
- Professional body?
- Public concern at work?
- Citizens advice?
- Private lawyer?
- Internal helpline?
- External helpline?
- Ombudsmen?
- Other?

Q18 DOES YOUR TRUST HAVE A TELEPHONE 'HOTLINE' DEDICATED TO THE REPORTING OF CONCERNS?

- Yes
- No
- Don't know

Answer If DOES YOUR TRUST HAVE A TELEPHONE HOTLINE DEDICATED TO THE REPORTING OF CONCERNS? Yes Is Selected

Q18a IS THE TELEPHONE 'HOTLINE':

- Internal?
- External?
- Both?

Q19 DOES YOUR PROCEDURE INDICATE THAT IT CAN ONLY BE USED IF THERE IS A PUBLIC INTEREST IN RAISING A CONCERN?

- Yes
- No
- Don't know

Q20 DOES YOUR PROCEDURE STATE THAT THOSE WHO REPORT A CONCERN MUST BE ACTING IN GOOD FAITH?

- Yes
- No
- Don't know

Q21 DOES YOUR PROCEDURE PROVIDE FOR DISCIPLINARY ACTION TO BE TAKEN AGAINST A PERSON WHO ACTS IN BAD FAITH /MALICIOUSLY WHEN REPORTING A CONCERN?

- Yes
- No
- Don't know

Q22 DOES YOUR PROCEDURE HAVE SPECIFIC PROVISIONS TO ENSURE THAT THOSE WHO RAISE CONCERNS SUFFER NO DETRIMENT?

- Yes
- No
- Don't know

Q23 DOES YOUR TRUST KEEP RECORDS ABOUT WHETHER ANYONE WHO RAISES CONCERNS SUBSEQUENTLY SUFFERED A DETRIMENT?

- Yes
- No
- Don't know

Answer If DOES YOUR TRUST KEEP RECORDS ABOUT WHETHER ANYONE WHO RAISES CONCERNS SUBSEQUENTLY SUFFERED A DETRIMENT?.. Yes Is Selected

Q23a WITHIN THE LAST TWO YEARS HOW MANY MEMBERS OF STAFF HAVE ALLEGED THAT THEY SUFFERED A DETRIMENT FOR RAISING A CONCERN?

- 0
- 1-5
- 6-10
- 11+
- Don't know

Q24 IN THE LAST TWO YEARS, HOW MANY CLAIMS FOR VICTIMISATION HAVE: Please indicate all that are applicable

	0	1-5	6-10	11-20	21+	Don't know
Been withdrawn?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Been settled?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resulted in an employment tribunal judgment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If IN THE LAST TWO YEARS, HOW MANY CLAIMS FOR VICTIMISATION HAVE: ... Been settled? - 1-5 Is Selected Or IN THE LAST TWO YEARS, HOW MANY CLAIMS FOR VICTIMISATION HAVE: ... Been settled? - 6-10 Is Selected Or IN THE LAST TWO YEARS, HOW MANY CLAIMS FOR VICTIMISATION HAVE: ... Been settled? - 11-20 Is Selected Or IN THE LAST TWO YEARS, HOW MANY CLAIMS FOR VICTIMISATION HAVE: ... Been settled? - 21+ Is Selected

Q24a IF CLAIMS HAVE BEEN SETTLED, IN HOW MANY CASES WAS THERE: Please indicate all that are applicable

	0	1-5	6-10	11-20	21+	Don't know
Relocation of the claimant?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Monetary compensation paid?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A confidentiality clause?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer IF CLAIMS HAVE BEEN SETTLED, IN HOW MANY CASES WAS THERE:...Monetary compensation paid? - 1-5 Is Selected Or IF CLAIMS HAVE BEEN SETTLED, IN HOW MANY CASES WAS THERE:...Monetary compensation paid? - 6-10 Is Selected Or IF CLAIMS HAVE BEEN SETTLED, IN HOW MANY CASES WAS THERE:...Monetary compensation paid? - 11-20 Is Selected Or IF CLAIMS HAVE BEEN SETTLED, IN HOW MANY CASES WAS THERE:...Monetary compensation paid? - 21+ Is Selected

Q24b IF MONETARY COMPENSATION, PLEASE INDICATE THE TOTAL AMOUNT PAID OUT BY THE TRUST:

- Less than £1000
- £1000- £5000
- £5001-£10,000
- £10,001 -£20,000
- £20,001- £50,000
- £50,001- £100,000
- Greater than £100,000
- Don't know

Q24c APART FROM COMPENSATION, DOES THE TRUST SEPARATELY IDENTIFY THE COST OF DEALING WITH CONCERNS RAISED UNDER ITS WHISTLEBLOWING/ CONFIDENTIAL REPORTING PROCEDURE?

- Yes
- No
- Don't know

Answer IF CLAIMS HAVE BEEN SETTLED, IN HOW MANY CASES WAS THERE:...A confidentiality clause? - 1-5 Is Selected Or IF CLAIMS HAVE BEEN SETTLED, IN HOW MANY CASES WAS THERE:...A confidentiality clause? - 6-10 Is Selected Or IF CLAIMS HAVE BEEN SETTLED, IN HOW MANY CASES WAS THERE:...A confidentiality clause? - 11-20 Is Selected Or IF CLAIMS HAVE BEEN SETTLED, IN HOW MANY CASES WAS THERE:...A confidentiality clause? - 21+ Is Selected

Q24d IF THERE WAS A CONFIDENTIALITY CLAUSE, DID IT EXPRESSLY STATE THAT PROTECTED DISCLOSURES ARE NOT COVERED BY IT?

- Yes
- No
- Don't know

Q25 DOES YOUR PROCEDURE PROVIDE FOR DISCIPLINARY ACTION TO BE TAKEN AGAINST THOSE WHO VICTIMISE ANYONE REPORTING A CONCERN?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE PROVIDE FOR DISCIPLINARY ACTION TO BE TAKEN AGAINST THOSE WHO VICTIMISE ANYONE REPORTING A CONCERN?... Yes Is Selected

Q25a HAS ANY MEMBER OF STAFF EVER BEEN DISCIPLINED FOR THIS REASON?

- Yes
- No
- Don't know

Answer IF YES TO THE PREVIOUS QUESTION, HAS ANY MEMBER OF STAFF EVER BEEN DISCIPLINED FOR THIS REASON? & Yes Is Selected

Q25b HOW MANY MEMBERS OF STAFF?

- 1-5
- 6-10
- 11+
- Don't know

Q26 WOULD YOUR TRUST CO-OPERATE IN FINDING EMPLOYMENT FOR A WORKER VICTIMISED ELSEWHERE IN THE NHS FOR RAISING A CONCERN?

- Yes
- No
- Don't know

Q27 HOW ARE PEOPLE MADE AWARE OF YOUR PROCEDURE? Please indicate all that are applicable

- Contracts of employment
- Supply contracts
- Induction programme
- Employee handbook
- Printed policy statements
- Personalised letters
- Payslips
- Newsletters
- Posters
- E-mail
- Internet Web Pages
- Libraries
- Intranet Web Pages
- Other
- Don't know

Q28 DOES YOUR PROCEDURE STATE THAT PEOPLE SHOULD REPORT CONCERNS ABOUT SUSPECTED WRONGDOING?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE STATE THAT PEOPLE SHOULD REPORT CONCERNS ABOUT SUSPECTED WRONGDOING? Yes Is Selected

Q28a DOES THIS TAKE THE FORM OF:

- A duty to report?
- A request to report?
- An expectation that staff will report?
- Other?

Q29 IS TRAINING PROVIDED FOR MANAGERS IN HOW TO HANDLE CONCERNS RAISED UNDER YOUR PROCEDURE?

- Yes
- No
- Don't know

Answer If IS TRAINING PROVIDED FOR MANAGERS IN HOW TO HANDLE CONCERNS RAISED UNDER YOUR PROCEDURE? Yes Is Selected

Q29a WHAT FORM DOES THIS TRAINING FOR MANAGERS TAKE? Please indicate all that are applicable:

- Part of induction process
- Initial seminar or briefing session
- Written instructions
- Refresher seminar/briefing session
- General staff training
- Other
- Don't know

Q30 IS TRAINING PROVIDED FOR EMPLOYEES OR OTHER POTENTIAL USERS IN HOW TO USE YOUR PROCEDURE?

- Yes
- No
- Don't know

Answer If IS TRAINING PROVIDED FOR EMPLOYEES OR OTHER POTENTIAL USERS IN HOW TO USE YOUR PROCEDURE? Yes Is Selected

Q30a WHAT FORM DOES THIS TRAINING FOR EMPLOYEES OR OTHER POTENTIAL USERS TAKE?

Please indicate all that are applicable:

- Part of induction process
- Initial seminar or briefing session
- Written instructions
- Refresher seminar/briefing session
- General staff training
- Other
- Don't know

Q31 DOES YOUR PROCEDURE GIVE ANY INDICATION ABOUT THE TYPES OF CONCERN THAT MIGHT BE REPORTED?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE GIVE ANY INDICATION ABOUT THE TYPES OF CONCERN THAT MIGHT BE REPORTED? Yes Is Selected

Q31a WHAT TYPES OF CONCERN MIGHT BE REPORTED? Please indicate all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other

Q32 HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS?

- Yes
- No
- Don't know

Answer If HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS? Yes Is Selected

Q32a ON HOW MANY OCCASIONS HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS?

- Never
- 1-5 occasions
- 6-10 occasions
- 11-20 occasions
- 21-50 occasions
- 51-100 occasions
- 101+ occasions
- Don't know

If Never Is Selected, Then Skip To WHAT TYPES OF ISSUES HAVE BEEN REPORTED UNDER THE PROCEDURE?

Answer If HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS? Yes Is Selected

Q32b ON THE MOST RECENT OCCASION IT WAS USED, WHAT WAS THE OUTCOME? Please indicate all that are applicable:

- The concern did not merit investigation
- The concern did not merit investigation and the person raising it was disciplined
- The concern was investigated but no wrongdoing was identified
- The concern was investigated and wrongdoing was identified
- Wrongdoing was identified and dealt with
- Wrongdoing was identified but not dealt with
- The person raising the concern was informed of the outcome
- The person raising the concern was thanked for doing so
- Other
- Don't know

Q33 WHAT TYPES OF ISSUES HAVE BEEN REPORTED UNDER THE PROCEDURE? Please indicate all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other
- Don't know

Q34 WITHIN THE LAST TWO YEARS, HOW MANY DATIX REPORTS WERE LOGGED WITH YOUR TRUST?

- 0
- 1-5
- 6-10
- 11-20
- 21-50
- 51-100
- 100+
- Don't know

Q35 WITHIN THE LAST TWO YEARS, HOW MANY CONCERNS HAVE MEMBERS OF STAFF AT YOUR TRUST RAISED WITH THE CARE QUALITY COMMISSION?

- 0
- 1-5
- 6-10
- 11-20
- 21-50
- 51-100
- 100+
- Don't know

Q36 IS THE EFFECTIVENESS OF YOUR PROCEDURE MONITORED?

- Yes
- No
- Don't know

Answer If IS THE EFFECTIVENESS OF YOUR PROCEDURE MONITORED? Yes Is Selected

Q36a HOW OFTEN IS YOUR PROCEDURE MONITORED?

- Quarterly
- Every 6 months
- Annually
- Every two years
- Every five years
- Other
- Don't know

Answer If IS THE EFFECTIVENESS OF YOUR PROCEDURE MONITORED? Yes Is Selected

Q36b WHO IS RESPONSIBLE FOR THE MONITORING OF YOUR PROCEDURE? Please identify one only:

- Chair /head of audit committee
- Chief Executive
- Head of human resources
- Chair of governing body
- Head of legal services
- Chair of ethics committee
- Clinical director
- Other
- Don't know

Q37 HOW SATISFIED ARE YOU WITH YOUR PROCEDURE?

- Very Satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very Dissatisfied
- Don't know

Q38 IS YOUR TRUST PLANNING TO REVISE/UPDATE/ OR AMEND THE PROCEDURE IN THE NEXT TWELVE MONTHS?

- Yes
- No
- Don't know

Q39 THIS IS THE FINAL QUESTION. IF MADE AVAILABLE TO NHS WORKERS, WOULD ANY OF THE FOLLOWING MEASURES MAKE IT MORE OR LESS LIKELY THAT THEY WOULD RAISE A CONCERN IN FUTURE? Please attempt to answer all parts of this question

	Very Likely	Likely	Neither Likely or Unlikely	Unlikely	Very Unlikely	Don't know / Not applicable
An independent person or organisation being authorised by the Trust to receive information about concerns staff want to raise and believe to be serious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An undertaking by the Trust to protect a person's identity as the source of information about the concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to raise a concern anonymously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A financial reward for raising a serious concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A duty on the Trust to report to a regulator a concern that has been raised if the Trust has rejected the basis for the concern, or taken no action on it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

within a specified period						
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REGULATORS SURVEY

STRICTLY CONFIDENTIAL

AN ONLINE SURVEY OF REGULATORS ABOUT CONFIDENTIAL REPORTING/WHISTLEBLOWING IN THE NHS

Q1 DO YOU HAVE A WRITTEN PROCEDURE WHICH ENABLES PEOPLE TO RAISE A CONCERN ABOUT SUSPECTED WRONGDOING IN THE NHS?

- Yes
- No
- Don't know

SECTION A

Answer If DO YOU HAVE A WRITTEN PROCEDURE WHICH ENABLES PEOPLE TO RAISE A CONCERN ABOUT SUSPECTED WRONGDOING IN THE NHS?... Yes Is Selected

Q1 IS YOUR WRITTEN PROCEDURE (HENCEFORWARD "YOUR PROCEDURE") DESCRIBED AS A:

- Whistleblowing procedure/policy?
- Confidential reporting procedure/policy?
- Public interest disclosure procedure/policy?
- Protected disclosure procedure/ policy?
- Speak up procedure/policy etc?
- Other?

Q2 HOW LONG HAS YOUR PROCEDURE FOR REPORTING CONCERNS ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE BEEN IN OPERATION?

- Less than a year
- One year or more but less than two years
- Two years or more but less than three years
- Three years or more but less than five years
- Five years or more but less than ten years
- Ten years or more
- Don't know

Q3 WHEN WAS THIS PROCEDURE LAST AMENDED?

- Less than a year
- One year or more but less than two years
- Two years or more but less than three years
- Three years or more but less than five years
- Five years or more but less than ten years
- Ten years or more
- Don't know

Q4 WHO HAS OVERALL RESPONSIBILITY FOR YOUR PROCEDURE? Please identify one only:

- President
- Chief executive
- Chairperson
- Head of human resources
- Head of legal services
- Chair /head of audit committee
- Board of Governors
- Chair of ethics committee
- Other
- Don't know

Q5 WHO CAN USE YOUR PROCEDURE? Please indicate all that are applicable

- Members of the public
- Employers
- Employees
- Ex-employees
- Self-employed
- Volunteers
- Agency workers
- Patients
- Contractors
- Subcontractors
- Suppliers
- Other
- Don't know

Q6 DOES YOUR PROCEDURE ENCOURAGE PEOPLE TO USE A PARTICULAR MECHANISM FOR REPORTING CONCERNS?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE ENCOURAGE PEOPLE TO USE A PARTICULAR MECHANISM FOR REPORTING CONCERNS? & Yes Is Selected

Q6a WHICH OF THE FOLLOWING MECHANISMS ARE ENCOURAGED FOR REPORTING CONCERNS?

Please indicate all that are applicable:

- Oral reports in person
- Telephone reports
- Paper reports
- Reports by email
- Text messages
- Other

Q7 WHO INVESTIGATES CONCERNS THAT HAVE BEEN REPORTED UNDER YOUR PROCEDURE? Please indicate all that are applicable:

- Legal department
- Chief Executive
- Human Resources
- Staff designated for this purpose
- Depends on the concern or circumstances
- Other
- Don't know

Q8 DOES YOUR PROCEDURE ALLOW A CONCERN TO BE REPORTED ANONYMOUSLY?

- Yes
- No
- Don't know

Q9 DOES YOUR PROCEDURE SPECIFY THAT CONFIDENTIALITY WILL BE MAINTAINED?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE SPECIFY THAT CONFIDENTIALITY WILL BE MAINTAINED? Yes Is Selected

Q9a DOES YOUR PROCEDURE STATE THAT IT MAY NOT BE POSSIBLE TO MAINTAIN CONFIDENTIALITY IN ALL CIRCUMSTANCES?

- Yes
- No
- Don't know

Q10 DOES YOUR PROCEDURE STATE THAT THE PERSON REPORTING A CONCERN WILL BE KEPT INFORMED ABOUT THE PROGRESS OF ANY INVESTIGATION?

- Yes
- No
- Don't know

Q11 DOES YOUR PROCEDURE SPECIFY WHO CAN BE APPROACHED IF THE PERSON REPORTING A CONCERN IS DISSATISFIED WITH THE WAY IT HAS BEEN HANDLED?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE SPECIFY WHO CAN BE APPROACHED IF THE PERSON REPORTING A CONCERN IS DISSATISFIED WITH THE WAY IT HAS BEEN HANDLED?... Yes Is Selected

Q11a PLEASE INDICATE ALL THE POSSIBLE PERSONS THAT CAN BE APPROACHED

- Chief Executive
- Chair of ethics committee
- Human Resources
- Trade Union
- Professional body
- An MP
- Public Concern at Work
- Other

Q12 DO YOU HAVE A TELEPHONE 'HOTLINE' DEDICATED TO THE REPORTING OF CONCERNS?

- Yes
- No
- Don't know

Q13 DOES YOUR PROCEDURE STATE THAT IT CAN ONLY BE USED IF THERE IS A PUBLIC INTEREST IN RAISING A CONCERN?

- Yes
- No
- Don't know

Q14 DOES YOUR PROCEDURE STATE THAT THOSE WHO REPORT A CONCERN MUST BE ACTING IN GOOD FAITH?

- Yes
- No
- Don't know

Q15 DOES YOUR PROFESSIONAL CODE PROVIDE FOR DISCIPLINARY ACTION TO BE TAKEN AGAINST A PERSON WHO ACTS IN BAD FAITH / MALICIOUSLY WHEN REPORTING A CONCERN?

- Yes
- No
- Don't know

Q16 HOW ARE PEOPLE MADE AWARE OF YOUR PROCEDURE? Please indicate all that are applicable:

- Printed policy statements
- Internet Web pages
- Annual Reports
- Intranet Web pages
- Other
- Don't know

Q17 DOES YOUR PROCEDURE STATE THAT PEOPLE SHOULD INITIALLY REPORT CONCERNS ABOUT SUSPECTED WRONGDOING TO THEIR EMPLOYER?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE STATE THAT PEOPLE SHOULD INITIALLY REPORT CONCERNS ABOUT SUSPECTED WRONGDOING TO THEIR EMPLOYER?... Yes Is Selected

Q17a DOES THIS TAKE THE FORM OF:

- A duty to report (to the employer)?
- A request to report (to the employer)?
- An expectation that staff will report (to the employer)?
- Other?
- Don't know?

Q18 DOES YOUR ORGANISATION PROVIDE ADVICE TO A PERSON WHO IS CONSIDERING REPORTING A CONCERN TO THEIR EMPLOYER?

- Yes
- No
- Don't know

Answer If DOES YOUR ORGANISATION PROVIDE ADVICE TO A PERSON WHO IS CONSIDERING REPORTING A CONCERN TO THEIR EMPLOYER?... Yes Is Selected

Q18a WHO PROVIDES THIS ADVICE? Please indicate all that are applicable:

- Helpline
- A dedicated member of staff
- Any member of staff
- Legal department
- Other
- Don't know

Q19 DOES YOUR PROCEDURE GIVE ANY INDICATION ABOUT THE TYPES OF CONCERN THAT MIGHT BE REPORTED UNDER IT?

- Yes
- No
- Don't know

Answer If DOES YOUR PROCEDURE GIVE ANY INDICATION ABOUT THE TYPES OF CONCERN THAT MIGHT BE REPORTED UNDER IT?... Yes Is Selected

Q19a IF YES TO THE PREVIOUS QUESTION, WHAT TYPES OF CONCERN MIGHT BE REPORTED? Please indicate all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other

Q20 HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS?

- Yes
- No
- Don't know

Answer If HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS? Yes Is Selected

Q20a HOW OFTEN HAS YOUR PROCEDURE FOR REPORTING CONCERNS ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE BEEN USED IN THE LAST FIVE YEARS?

- Never
- 1-5 occasions
- 6-10 occasions
- 11-20 occasions
- 21-50 occasions
- 51-100 occasions
- 101+ occasions
- Don't know

If Never Is Selected, Then Skip To WHAT TYPES OF ISSUES HAVE BEEN REPORT...

Answer If HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS? Yes Is Selected

Q20b ON THE MOST RECENT OCCASION IT WAS USED, WHAT WAS THE OUTCOME? Please indicate all that are applicable:

- The concern did not merit investigation
- The concern did not merit investigation and the person raising it was disciplined
- The concern was investigated but no wrongdoing was identified
- The concern was investigated and wrongdoing was identified
- Wrongdoing was identified and dealt with
- Wrongdoing was identified but not dealt with
- The person raising the concern was informed of the outcome
- The person raising the concern was thanked for doing so
- Other
- Don't know

Q21 WHAT TYPES OF ISSUES HAVE BEEN REPORTED UNDER YOUR PROCEDURE? Please indicate all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other
- Don't know

Q22 DO YOU PUBLISH INFORMATION ABOUT YOUR WORK IN RELATION TO WHISTLEBLOWING/CONFIDENTIAL REPORTING?

- Yes
- No
- Don't know

Answer If DO YOU PUBLISH INFORMATION ABOUT YOUR WORK IN RELATION TO WHISTLEBLOWING/CONFIDENTIAL REPORTING? Yes Is Selected

Q22a PLEASE INDICATE THE TYPES OF INFORMATION THAT HAVE BEEN PUBLISHED. Please attempt to answer all parts of this question

	Yes	No	Don't know
The number of concerns raised	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of cases referred by employment tribunals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of concerns that were outside your jurisdiction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of investigations conducted as a result of concerns being raised	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The outcome of investigations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q23 IS THE EFFECTIVENESS OF YOUR PROCEDURE MONITORED?

- Yes
- No
- Don't know

Answer If IS THE EFFECTIVENESS OF YOUR PROCEDURE MONITORED? Yes Is Selected

Q23a HOW OFTEN IS YOUR PROCEDURE MONITORED?

- Quarterly
- Every 6 months
- Annually
- Every two years
- Every five years
- Other
- Don't know

Answer If IS THE EFFECTIVENESS OF YOUR PROCEDURE MONITORED? Yes Is Selected

Q23b WHO IS RESPONSIBLE FOR THE MONITORING OF YOUR PROCEDURE? Please identify one only:

- President
- Chief executive
- Chairperson
- Head of human resources
- Head of legal services
- Chair /head of audit committee
- Board of Governors
- Chair of ethics committee
- Other
- Don't know

Q24 HOW SATISFIED ARE YOU WITH YOUR PROCEDURE?

- Very Satisfied
- Satisfied
- Neither satisfied/dissatisfied
- Dissatisfied
- Very Dissatisfied

Q25 IS YOUR ORGANISATION PLANNING TO REVISE /UPDATE/ OR AMEND THE PROCEDURE IN THE NEXT TWELVE MONTHS?

- Yes
- No
- Don't know

Q26 DO YOU PROVIDE WRITTEN GUIDANCE TO EMPLOYERS ABOUT MANAGEMENT'S RESPONSIBILITY TO SUPPORT WHISTLEBLOWERS?

- Yes
- No
- Don't know

Q27 THIS IS THE FINAL QUESTION. IF MADE AVAILABLE TO NHS WORKERS, WOULD ANY OF THE FOLLOWING MEASURES MAKE IT MORE OR LESS LIKELY THAT THEY WOULD RAISE A CONCERN IN FUTURE? Please attempt to answer all parts of this question

	Very Likely	Likely	Neither Likely or Unlikely	Unlikely	Very Unlikely	Don't know/Not applicable
An independent person or organisation being authorised by the Trust to receive information about concerns staff want to raise and believe to be serious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An undertaking by the Trust to protect a person's identity as the source of information about the concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to raise a concern anonymously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A financial reward for raising a serious concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A duty on the Trust to report to a regulator a concern that has been raised if the Trust has rejected the basis for the concern, or taken no action on it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

within a specified period						
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SECTION B

Answer If DO YOU HAVE A WRITTEN PROCEDURE WHICH ENABLES PEOPLE TO RAISE A CONCERN ABOUT SUSPECTED WRONGDOING IN THE NHS?... Yes Is Not Selected

Q1 WHO IN YOUR ORGANISATION HAS OVERALL RESPONSIBILITY FOR ENSURING THAT REPORTED CONCERNS ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE ARE DEALT WITH? Please identify one only:

- President
- Chief executive
- Chairperson
- Head of human resources
- Head of legal services
- Chair /head of audit committee
- Board of Governors
- Chair of ethics committee
- Other
- Don't know

Q2 FROM WHOM ARE YOU WILLING TO RECEIVE SUCH CONCERNS? Please indicate all that are applicable:

- Members of the public
- Employers
- Employees
- Ex-employees
- Self-employed
- Volunteers
- Agency workers
- Patients
- Contractors
- Subcontractors
- Suppliers
- Other
- Don't know

Q3 DO YOU ENCOURAGE PEOPLE TO USE A PARTICULAR MECHANISM FOR REPORTING CONCERNS?

- Yes
- No
- Don't know

Answer If DO YOU ENCOURAGE PEOPLE TO USE A PARTICULAR MECHANISM FOR REPORTING CONCERNS? Yes Is Selected

Q3a WHICH OF THE FOLLOWING MECHANISMS ARE ENCOURAGED FOR REPORTING CONCERNS?

Please indicate all that are applicable:

- Oral reports in person
- Telephone reports
- Paper reports
- Reports by email
- Text messages
- Other

Q4 WHO INVESTIGATES CONCERNS THAT HAVE BEEN REPORTED TO YOU? Please indicate all that are applicable:

- Legal department
- Chief Executive
- Human Resources
- Staff designated for this purpose
- Depends on the concern or circumstances
- Other
- Don't know

Q5 DO YOU ALLOW A CONCERN TO BE REPORTED ANONYMOUSLY?

- Yes
- No
- Don't know

Q6 DO YOU INDICATE THAT CONFIDENTIALITY WILL BE MAINTAINED?

- Yes
- No
- Don't know

Answer If DO YOU INDICATE THAT CONFIDENTIALITY WILL BE MAINTAINED? & Yes Is Selected

Q6a DO YOU STATE THAT IT MAY NOT BE POSSIBLE TO MAINTAIN CONFIDENTIALITY IN ALL CIRCUMSTANCES?

- Yes
- No
- Don't know

Q7 DO YOU INDICATE THAT THE PERSON REPORTING A CONCERN WILL BE KEPT INFORMED ABOUT THE PROGRESS OF ANY INVESTIGATION?

- Yes
- No
- Don't know

Q8 DO YOU INDICATE WHO CAN BE APPROACHED IF THE PERSON REPORTING A CONCERN IS DISSATISFIED WITH THE WAY IT HAS BEEN HANDLED?

- Yes
- No
- Don't know

Answer If DO YOU INDICATE WHO CAN BE APPROACHED IF THE PERSON REPORTING A CONCERN IS DISSATISFIED WITH THE WAY IT HAS BEEN HANDLED?... Yes Is Selected

Q8a PLEASE INDICATE ALL THE POSSIBLE PERSONS THAT CAN BE APPROACHED:

- Chief Executive
- Chair of ethics committee
- Human Resources
- Trade Union
- Professional body
- An MP
- Public Concern at Work
- Other

Q9 DO YOU HAVE A TELEPHONE 'HOTLINE' DEDICATED TO THE REPORTING OF CONCERNS?

- Yes
- No
- Don't know

Q10 DO YOU INDICATE THAT THOSE RAISING A CONCERN MUST REASONABLY BELIEVE THAT THERE IS A PUBLIC INTEREST IN DOING SO?

- Yes
- No
- Don't know

Q11 DO YOU INDICATE THAT THOSE WHO REPORT A CONCERN MUST BE ACTING IN GOOD FAITH?

- Yes
- No
- Don't know

Q12 DOES YOUR PROFESSIONAL CODE PROVIDE FOR DISCIPLINARY ACTION TO BE TAKEN AGAINST A PERSON WHO ACTS IN BAD FAITH / MALICIOUSLY WHEN REPORTING A CONCERN?

- Yes
- No
- Don't know

Q13 HOW ARE PEOPLE MADE AWARE OF YOUR ARRANGEMENTS FOR RECEIVING CONCERNS ABOUT SUSPECTED WRONGDOING? Please indicate all that are applicable:

- Printed policy statements
- Internet Web pages
- Annual Reports
- Intranet Web pages
- Other
- Don't know

Q14 DO YOU INDICATE THAT PEOPLE SHOULD INITIALLY REPORT CONCERNS ABOUT SUSPECTED WRONGDOING TO THEIR EMPLOYER?

- Yes
- No
- Don't know

Answer If DO YOU INDICATE THAT PEOPLE SHOULD INITIALLY REPORT CONCERNS ABOUT SUSPECTED WRONGDOING TO THEIR EMPLOYER?... Yes Is Selected

Q14a DOES THIS TAKE THE FORM OF:

- A duty to report (to the employer)?
- A request to report (to the employer)?
- An expectation that staff will report (to the employer)?
- Other?
- Don't know?

Q15 DOES YOUR ORGANISATION PROVIDE ADVICE TO A PERSON WHO IS CONSIDERING REPORTING A CONCERN TO THEIR EMPLOYER?

- Yes
- No
- Don't know

Answer If DOES YOUR ORGANISATION PROVIDE ADVICE TO A PERSON WHO IS CONSIDERING REPORTING A CONCERN TO THEIR EMPLOYER?... Yes Is Selected

Q15a WHO PROVIDES THIS ADVICE? Please indicate all that are applicable:

- Helpline
- A dedicated member of staff
- Any member of staff
- Legal department
- Other
- Don't know

Q16 DOES YOUR ORGANISATION GIVE ANY INDICATION ABOUT THE TYPES OF CONCERN THAT MIGHT BE REPORTED TO IT?

- Yes
- No
- Don't know

Answer If DOES YOUR ORGANISATION GIVE ANY INDICATION ABOUT THE TYPES OF CONCERN THAT MIGHT BE REPORTED TO IT?... Yes Is Selected

Q16a WHAT TYPES OF CONCERN DOES YOUR ORGANISATION INDICATE MIGHT BE REPORTED TO IT?

Please indicate all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other

Q17 HOW MANY CONCERNS ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE HAVE BEEN RAISED WITH YOU IN THE LAST FIVE YEARS?

- 0
- 1-5
- 6-10
- 11-20
- 21-50
- 51-100
- 101+
- Don't know

Q18 WHAT TYPES OF CONCERNS HAVE BEEN REPORTED TO YOU? Please indicate all that are applicable:

- Safety concerns
- Financial irregularities
- Harassment/bullying
- Discrimination
- Malpractice
- Environmental matters
- Computer misuse
- Alcohol/drug misuse
- Mismanagement
- Clinical competence
- Other
- Don't know

Q19 DO YOU PUBLISH INFORMATION ABOUT YOUR WORK IN RELATION TO WHISTLEBLOWING/CONFIDENTIAL REPORTING?

- Yes
- No
- Don't know

Answer If DO YOU PUBLISH INFORMATION ABOUT YOUR WORK IN RELATION TO WHISTLEBLOWING/CONFIDENTIAL REPORTING? Yes Is Selected

Q19a PLEASE INDICATE THE TYPES OF INFORMATION THAT HAVE BEEN PUBLISHED. Please attempt to answer all parts of this question

	Yes	No	Don't know
The number of concerns raised	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of cases referred by employment tribunals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of concerns that were outside your jurisdiction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of investigations conducted in response to concerns raised	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The outcome of investigations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q20 IS THE EFFECTIVENESS OF YOUR ARRANGEMENTS FOR RECEIVING CONCERNS MONITORED?

- Yes
- No
- Don't know

Answer If IS THE EFFECTIVENESS OF YOUR ARRANGEMENTS FOR RECEIVING CONCERNS MONITORED? Yes Is Selected

Q20a HOW OFTEN ARE YOUR ARRANGEMENTS FOR RECEIVING CONCERNS MONITORED?

- Quarterly
- Every 6 months
- Annually
- Every two years
- Every five years
- Other
- Don't know

Answer If IS THE EFFECTIVENESS OF YOUR ARRANGEMENTS FOR RECEIVING CONCERNS MONITORED? Yes Is Selected

Q20b WHO IS RESPONSIBLE FOR THE MONITORING OF YOUR ARRANGEMENTS FOR RECEIVING CONCERNS? Please identify one only:

- President
- Chief executive
- Chairperson
- Head of human resources
- Head of legal services
- Chair /head of audit committee
- Board of Governors
- Chair of ethics committee
- Other
- Don't know

Q21 HOW SATISFIED ARE YOU WITH YOUR CURRENT ARRANGEMENTS FOR RECEIVING CONCERNS?

- Very Satisfied
- Satisfied
- Neither satisfied/dissatisfied
- Dissatisfied
- Very Dissatisfied

Q22 IS YOUR ORGANISATION PLANNING TO REVISE /UPDATE/ OR AMEND YOUR ARRANGEMENTS FOR RECEIVING CONCERNS IN THE NEXT TWELVE MONTHS?

- Yes
- No
- Don't know

Q23 DO YOU PROVIDE WRITTEN GUIDANCE TO EMPLOYERS ABOUT MANAGEMENT'S RESPONSIBILITY TO SUPPORT WHISTLEBLOWERS?

- Yes
- No
- Don't know

Q24 THIS IS THE FINAL QUESTION. IF MADE AVAILABLE TO NHS WORKERS, WOULD ANY OF THE FOLLOWING MEASURES MAKE IT MORE OR LESS LIKELY THAT THEY WOULD RAISE A CONCERN IN FUTURE? Please attempt to answer all parts of this question

	Very Likely	Likely	Neither Likely or Unlikely	Unlikely	Very Unlikely	Don't know/Not applicable
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The ability to raise a concern anonymously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A financial reward for raising a serious concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A duty on the Trust to report to a regulator a concern that has been raised if the Trust has rejected the basis for the concern, or taken no action on it within a specified period	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>