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?

- O Male
- **O** Female

O	White British						
O	White Irish						
O	Any other White background						
O	Mixed - White and Black Caribbean						
O	Mixed - White and Black African						
O	Mixed - White and Asian						
O	Any other mixed background						
O	Asian or Asian British - Indian						
O	Asian or Asian British - Pakistani						
O	Asian or Asian British - Bangladeshi						
O	Any other Asian background						
O	Black or Black British - Caribbean						
O	Black or Black British - African						
O	Any other Black background						
O	Chinese						
O	Any other ethnic group						
Q3	WHAT IS YOUR AGE?						
O	16-20						
O	21-30						
O	31-40						
O	41-50						
O	51-65						
O	66+						
∩4	ARE YOU: please indicate all applicable						
α.	7 TO 0. preude marcate an applicable						
	Employed by an NHS Trust?						
	Employed by an NHS contractor?						
	Self-employed?						
	A trainee?						
	A student?						
	Other?						

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

your answer Occupational Therapy O Physiotherapy **O** Radiography O Pharmacy O Clinical Psychology **O** Psychotherapy • Arts therapy (e.g. art, music, drama therapy) Other qualified Allied Health Professionals (e.g. dietetics, speech and language therapy, complementary therapy) O Support to Allied Health Professionals (e.g. support worker, therapy helper, therapy assistant or student) O Other qualified Scientific and Technical or Healthcare Scientists (e.g. haematology, clinical biochemistry, microbiology) O Support to healthcare scientists (e.g. technicians, assistants or students) O Medical / Dental - Consultant O 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 O Paramedic O Emergency Care Assistant Ambulance Technician • Ambulance Control Staff (e.g. call handler, dispatchers, PTS controllers) O Patient Transport Service (e.g. ambulance drivers, support staff)Public Health / Health Improvement • Public Health / Health Improvement O Commissioning managers / support staff Adult / General O Mental health O Learning disabilities O Children O Midwives O Health Visitors O District / Community O Other Registered Nurses O Nursing auxiliary / Nursing assistant / Healthcare assistant (including Health / Clinical / Nursing Support Worker) O Approved social workers / Social workers / Residential social workers O Social care managers O Social care support staff

• Admin & Clerical (including Medical Secretary)

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

0	Central Functions / Corporate Services (e.g. HR, Finance, Information Systems, Information Technology)					
0	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)					
0	Other occupational group					
Q6	DOES YOUR JOB INVOLVE ANY DIRECT CONTACT WITH PATIENTS?					
\circ	Yes					
	No					
•	NO TO THE PART OF					
Q7	HOW LONG HAVE YOU BEEN WORKING IN THE HEALTH SERVICE?					
0	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					
0	Don't know					
Q8	WHICH TYPE OF TRUST DO YOU WORK FOR?					
0	Acute Trust (non-specialist)					
O	Acute Trust (specialist)					
O	Ambulance Trust					
O	Community Trust					
O	Mental Health and Learning Disability Trust					
O	Other					
0	Don't know					

O Yes O No							
If No Is Selected, Then Skip To IF YOU HAVE NEVER RAISED A CONCERN ABOUT SUSPEACTED							
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	•	•					
A danger to the health and safety of any individual	•	•					
Environmental damage	O	O					
A criminal offence	O	•					
A miscarriage of justice	O	O					
The deliberate concealment of information about any of the above	•	•					
	A CONCERN ABOUT SUSPECTED V	VRONGDOING IN THE HEALTH					
SERVICE? No Is Selected O9b IF YOU HAVE NEVER RAISED A	A CONCERN ABOUT SUSPECTED W	RONGDOING IN THE HEALTH					
Q9b IF YOU HAVE NEVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE, IS IT BECAUSE:							
O Va., a sugar had a sugar a sugar 2							
You never had any concern?You had a concern but you did	In't know how to raise it?						
You had a concern but you did							
You had a concern but you feared being victimised?							
O Other?							
Q10 DOES YOUR EMPLOYER HAVE A WHISTLEBLOWING/CONFIDENTIAL REPORTING PROCEDURE?							
O Yes							
O No							
O Don't know							

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

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?
O Yes
O 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?
O You had a reason not to use the procedure?
O Some other reason?
Q12 HAVE YOU EVER SUFFERED A DETRIMENT AS A RESULT OF SUPPORTING A COLLEAGUE WHO
RAISED A CONCERN?
O Yes
O No
If No Is Selected, Then Skip To WOULD YOU FEEL COMFORTABLE APPROACHING A SENIOR MANAGER IN YOUR ORGANISATION TO RAISE A CONCERN?
A TOWARD IN LANGE YOU I SHEED SHEED A DETRINAENT AS A DESCRIPT OF SURDODTING A COLLEGE OF
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?
O Yes O 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?
YesNoDon'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? O O O 1 occasion Q 2-3 occasions O 4-8 occasions O 9-19 occasions O 20+ occasions O Don't know

Q3 FOCUSSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFORE USING THE PROCEDURE?
O Yes
O No
Answer If FOCUSSING 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 helplineAn 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
O Datix
The line manager informallyThe line manager in writing
O Head of department
O Chief executive
O Head/chair of the audit committee
O Clinical director
O Human resources
O Internal hotline
O Chair of governors
O Incident report form
O A person designated by the Trust to receive concerns
O Other - internal
O 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?						
O Yes O 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?						
O Yes O No						
If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?						
in resid selected, Then skip to WAS AN INVESTIGATION OF TOOK CONCERN CARRIED OUT:						

An	swer If DID THIS RESOLVE THE MATTER No Is Selected
Q6	DID YOU RAISE THE MATTER AGAIN INTERNALLY?
\circ	Yes
0	No
•	NO .
Q7	DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?
O	Yes
	No
	Io Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
	io is selected, then stup to who has investigation of took consecutive minimals con-
Λ	and the Color was the constitution of the Tourse O. Van la Color and
	swer If Did you take the matter outside of the Trust? & Yes Is Selected
Q7	
app	blicable:
	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
07	b DID YOU RAISE THE CONCERN WITH: Please indicate all that are applicable:
Ų/	b bib 100 kaise the concern with. Flease 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?

SUPPORT YOU RECEIVED?
 Very Satisfied Satisfied Neither satisfied or dissatisfied Dissatisfied Very Dissatisfied
Q8 WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
YesNoDon't know
Answer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected
Q8a WAS THIS:
O Internal?
O External?
O Both?
O Don't know?
Answer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected
Q8b WERE YOU TOLD OF THE OUTCOME?
O Yes O 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?
O Yes
O No O Don't know

Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected Q8d WAS IT DEALT WITH? O Yes O No O 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: O Very safe? O Safe? O Neither safe nor unsafe?

O Unsafe?

O Very unsafe?

Q1	1 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS
WF	CONGDOING WITHIN YOUR TRUST?
O	Highly Likely
\mathbf{O}	Likely

O Neither Likely or UnlikelyO Unlikely

O 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	•	•	•	•	0	•
An undertaking by the Trust for which you work to protect your identity as the source of information about the concern	•	•	•	•	•	•
The ability to raise your concern anonymously	•	•	•	•	•	0
A financial reward for raising a serious	•	•	•	•	•	O

concern						
A duty on the						
Trust for						
which you						
work to						
report to a						
regulator the						
concern you						
have raised if						
the Trust has	O	O	O .	O .	O .	O
rejected the						
basis for your						
concern, or						
taken no						
action on it						
within a						
specified						
period						

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:

ŲΙ	WHAT TIPES OF CONCERNS HAVE TOO REPORTED! Please tick all the
	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?
 O 1 occasion 2-3 occasions 4-8 occasions 9-19 occasions 20+ occasions Don't know
Q3 FOCUSSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFOREHAND?
O Yes O No
Answer If FOCUSSING 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
O No
If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?

Q4	a WITH WHOM IN THE TRUST DID YOU FIRST RAISE YOUR CONCERN? Please tick one answer only
0	Datix
\mathbf{O}	The line manager informally
0	The line manager in writing
0	Head of department
0	Chief executive
0	Head/chair of the audit committee
0	Clinical director
0	Human resources
0	Internal hotline
0	Incident report form
	Chair of governors
0	A person designated by the Trust to receive concerns
	Other - Internal
Q4	b WERE YOU SATISFIED WITH YOUR TRUST'S RESPONSE TO YOUR CONCERN?
0	Yes
	No
If Y	es Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
Q5	DID YOU TAKE THE MATTER FURTHER WITHIN YOUR TRUST?
0	Yes
0	No
If N	Io 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?	
YesNo	
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? O Yes O No	
Q7 DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?	
O Yes	
O 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? O Very Satisfied O Satisfied O Neither satisfied or dissatisfied O Dissatisfied O Very Dissatisfied Q8 WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? O Yes O No O 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?
O Yes
O No
Answer If Were you told the outcome? Yes Is Selected
Q8c WAS WRONGDOING FOUND TO HAVE OCCURRED?
O Yes
O No
O Don't know
Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected
Q8d WAS IT DEALT WITH?
O Yes
O No
O 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?

Very safe? Safe?
Neither safe nor unsafe? Unsafe? Very unsafe?
1 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS ONGDOING 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	•	0	•	•	•	•
An undertaking by the trust for which you work to protect your identity as the source of information about the concern	•	0	•	•	•	•
The ability to raise your concern anonymously	•	O	•	•	•	0
A financial reward for raising a serious concern	•	O	•	•	•	0
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			

SECTION C

Answer If HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH

SEF	RVICE? Yes Is Selected And DOES YOUR EMPLOYER HAVE A WHISTLEBLOWING/CONFIDENTIAL
REI	PORTING 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?
O	0
\mathbf{O}	1 occasion
\mathbf{O}	2-3 occasions
\mathbf{O}	4-8 occasions
\mathbf{O}	9-19 occasions
\mathbf{O}	20+ occasions

O Don't know

Q3 FOCUSSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFOREHAND?
O Yes O No
J No
Answer If FOCUSSING 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? O Yes O No
O Yes
O Yes O No
O Yes O No
 Yes No If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?
 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
 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
 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
 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
 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
 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
 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
 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
 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

O Other - Internal

Q4b WERE YOU SATISFIED WITH YOUR TRUST'S RESPONSE TO YOUR CONCERN?		
O Yes O 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? O Yes O No		
If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?		
OF a TO WILLOW DID YOU TAKE THE CONCERNS Places in directs all that are applicable.		
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?		
O Yes O 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?			
\circ	Yes			
	No			
•	NO .			
07	DID VOLUTAVE THE MATTER OUTSIDE OF THE TRUST?			
Q/	DID YOU TAKE THE MATTER OUTSIDE OF THE TRUST?			
0	Yes			
0	No			
If N	Io Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?			
Q7	a WHY DID YOU FEEL THE NEED TO RAISE THE CONCERN OUTSIDE THE TRUST? Please indicate all			
-	it 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			
Q7	b DID YOU RAISE THE CONCERN WITH: Please indicate all that are applicable:			
	A professional hadu?			
_	A professional body? A trade union?			
	An MP?			
_				
	A health service regulator?			
	The police? The media?			
	Public concern at work?			
	Ombudsmen?			
	Other?			

SUPPORT YOU RECEIVED?
 Very Satisfied Satisfied Neither satisfied or dissatisfied Dissatisfied Very Dissatisfied
Q8 WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
YesNoDon'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?
O Yes O No
Answer If WERE YOU TOLD THE OUTCOME? Yes Is Selected
Q8c WAS WRONGDOING FOUND TO HAVE OCCURRED?
O Yes
O No O Don't know

Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected Q8d WAS IT DEALT WITH? O Yes O No O 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: O Very safe? O Safe? • Neither safe nor unsafe? O Unsafe? O Very unsafe? Q11 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS

WRONGDOING WITHIN YOUR TRUST?

O Neither Likely or Unlikely

O Highly Likely

O Highly Unlikely

O Likely

O 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	•	0	O	•	•	•
An undertaking by the trust for which you work to protect your identity as the source of information about the concern	•	•	•	•	•	•
The ability to raise your concern anonymously	•	O	•	•	•	O
A financial reward for raising a serious concern	•	•	•	•	•	•
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			

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?						
O O	Male Female					
	Q2 WHAT IS YOUR ETHNIC BACKGROUND? Please click in the list below and scroll down to select your answer					
0	White British					
0	White Irish					
0	Any other White background					
\mathbf{O}	Mixed - White and Black Caribbean					
\mathbf{O}	Mixed - White and Black African					
\mathbf{C}	Mixed - White and Asian					
0	Any other mixed background					
\mathbf{O}	Asian or Asian British - Indian					
\mathbf{O}	Asian or Asian British - Pakistani					
\mathbf{O}	Asian or Asian British - Bangladeshi					
\mathbf{O}	Any other Asian background					
\mathbf{O}	Black or Black British - Caribbean					
\mathbf{O}	Black or Black British - African					
0	Any other Black background					
0	Chinese					
\mathbf{O}	Any other ethnic group					

(Q3 WHAT IS YOUR AGE?
(O 16-20 O 21-30 O 31-40 O 41-50 O 51-65 O 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
	O GP O Nurse O Healthcare Assistant O Superintendent pharmacist O Responsible pharmacist O Other pharmacist O Registered Pharmacy Technician O Dispensing Assistant O Other healthcare professional O Practice Manager O Receptionist O Other
(Q6 DOES YOUR JOB INVOLVE ANY DIRECT CONTACT WITH PATIENTS?
	O Yes O No

Q7	HOW LONG HAVE YOU BEEN WORKING IN THE HEALTH SERVICE?
0	Less than 1 year
0	1 year but less than 2 years
\mathbf{O}	2 years but less than 5 years
0	5 years but less than 10 years
0	10 years but less than 15 years
0	15+ years
O	Don't know
Q8	WHICH TYPE OF ORGANISATION DO YOU WORK FOR?
O	GP Practice
0	Community Pharmacy (independent)
\mathbf{O}	Community Pharmacy (multiple)
O	Other
Q9	HAVE YOU EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE?
O	Yes
0	No
	No Is Selected, Then Skip To IF YOU HAVE NEVER RAISED A CONCERN ABOUT SUSPECTED RONGDOING 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	•	•
A danger to the health and safety of any individual	•	•
Environmental damage	•	O
A criminal offence	•	O
A miscarriage of justice	•	O
The deliberate concealment of information about any of the above	•	•

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:

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?
YesNoDon'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?

\mathbf{C}	Yes
O	No

Answer If IF YES TO THE PREVIOUS QUESTION, DID YOU USE THIS PROCEDURE WHEN RAISING CONCERN? No Is Selected	G A			
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?				
O Yes O 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 COLLEAGE WHO RAISED A CONCERN? Yes Is Selected	GUE			
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?

O Yes

O No

O14 TO MILAT EXTENT DO VOLLEGEL THAT VOLID ODCANICATION LISTENS TO CONCERNS DAISED BY

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? **O O** O 1 occasion O 2-3 occasions O 4-8 occasions **Q** 9-19 occasions O 20+ occasions O Don't know Q3 FOCUSSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFORE USING THE PROCEDURE?

YesNo

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

Ų3	a 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
000000000	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
	ther - external Is Not Empty, Then Skip To WHY DID YOU RAISE THE CONCERN OUTSIDE YOUR GANISATION?
THE O O	IF THE MATTER WAS FIRST RAISED WITHIN YOUR ORGANISATION, WERE YOU SATISFIED WITH E RESPONSE TO YOUR CONCERN? Yes No es Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?

Q5a DID YOU TAKE THE MATTER FURTHER WITHIN YOUR ORGANISATION?
O Yes O 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 concernsOther
OF DID THUS DESCRING THE MATTERS
Q5c DID THIS RESOLVE THE MATTER?
O Yes
O No If Yes Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
The state of the s
Answer If DID THIS RESOLVE THE MATTER No Is Selected
Q6 DID YOU RAISE THE MATTER AGAIN INTERNALLY?
O Yes
O No
Q7 DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?
O Yes
O 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

Q7	WHY DID YOU RAISE THE CONCERN OUTSIDE YOUR ORGANISATION? Please indicate all that 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
Q7	b 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?
	C WHEN YOU RAISED YOUR CONCERN EXTERNALLY, HOW SATISFIED WERE YOU WITH THE PPORT YOU RECEIVED?
o o o	Very Satisfied Satisfied Neither satisfied or dissatisfied Dissatisfied Very Dissatisfied
Q8	WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
O	Yes
	No
O	Don't know

Answer IT WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? YES IS SEJECTED
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? O Yes O 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?
YesNoDon't know
A SECULAR SECULAR DESCRIPTION OF SECURITION OF SEC
Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected
Q8d WAS IT DEALT WITH?
YesNoDon'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
Q1	0 AFTER RAISING YOUR CONCERN DID YOU FEEL:
o o	Very safe? Safe? Neither safe nor unsafe? Unsafe? Very unsafe?
•	1 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS RONGDOING WITHIN YOUR ORGANISATION?
o o	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	•	0	•	•	•	•
An undertaking by the organisation for which you work to protect your identity as the source of information about the concern	•	•	•	•	•	•
The ability to raise your concern anonymously	•	O	•	•	•	0
A financial reward for raising a serious concern	•	O	•	•	•	0
A duty on the organisation for which you work to report to a regulator the concern you have raised if your organisation	•	•	•	•	•	•

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

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? \mathbf{O} 0 O 1 occasion O 2-3 occasions O 4-8 occasions O 9-19 occasions O 20+ occasions

O Don't know

Q3 FOCUSSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFOREHAND?
O Yes O No
A If EQCUSCING ON THE LAST OCCASION VOLUBAISED A CONSERN DID VOLUODTAIN ADVICE
Answer If FOCUSSING 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 □ A trade union □ A professional body □ A friend/relative □ A lawyer □ Public concern at work □ Other
Q4 DID YOU RAISE YOUR CONCERN INTERNALLY?
O Yes
O No
If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?

ans	swer only
00000000	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
0	b WERE YOU SATISFIED WITH YOUR ORGANISATION'S RESPONSE TO YOUR CONCERN? Yes No
If Y	es Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
0	DID YOU TAKE THE MATTER FURTHER WITHIN YOUR ORGANISATION? Yes No
If N	Io Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?
Q5	a 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

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

Q5b DID THIS RESOLVE THE MATTER?
O Yes
O 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?
O Yes
O No
Q7 DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?
O Yes
O 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 precedure was taking too long
 □ The internal procedure was taking too long □ I was not satisfied with the outcome of the internal procedure
•
'
☐ I was worried about the potential impact on my career ☐ Other
□ Other

Q7k	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?
	WHEN YOU RAISED YOUR CONCERN EXTERNALLY, HOW SATISFIED WERE YOU WITH THE PPORT YOU RECEIVED?
	Very Satisfied
	Satisfied Neither satisfied or dissatisfied
	Dissatisfied
	Very Dissatisfied WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
	Yes
0	
0	Don't know
Ans	wer If Was an investigation of your concern carried out? Yes Is Selected
Q8a	a WAS THIS:
	Internal?
	External? Both?
	Don't know?

_
Q8b WERE YOU TOLD THE OUTCOME?
O Yes
O No
Answer If Were you told the outcome? Yes Is Selected
Q8c WAS WRONGDOING FOUND TO HAVE OCCURRED?
QUE WAS WHONGDOING FOUND TO HAVE OCCURRED!
O Yes
O No
O Don't know
Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected
Q8d WAS IT DEALT WITH?
O Yes
O No
O Don't know
OO AFTER RAISING VOLID CONCERN WERE VOLID Please indicate all that are applicable
Q9 AFTER RAISING YOUR CONCERN WERE YOU: Please indicate all that are applicable
☐ Praised by co-workers?
☐ Praised by management?
= 1.4.000 07
☐ Ignored by co-workers?
☐ Ignored by co-workers?
☐ Ignored by management?
☐ Ignored by management? ☐ Victimised by co-workers?
☐ Ignored by management? ☐ Victimised by co-workers? ☐ Victimised by management?
☐ Ignored by management? ☐ Victimised by co-workers?
☐ Ignored by management? ☐ Victimised by co-workers? ☐ Victimised by management?
☐ Ignored by management? ☐ Victimised by co-workers? ☐ Victimised by management?
☐ Ignored by management? ☐ Victimised by co-workers? ☐ Victimised by management?
☐ Ignored by management? ☐ Victimised by co-workers? ☐ Victimised by management?
☐ Ignored by management? ☐ Victimised by co-workers? ☐ Victimised by management? ☐ None of the above? Q10 AFTER RAISING YOUR CONCERN DID YOU FEEL:
□ Ignored by management? □ Victimised by co-workers? □ Victimised by management? □ None of the above?
☐ Ignored by management? ☐ Victimised by co-workers? ☐ Victimised by management? ☐ None of the above? Q10 AFTER RAISING YOUR CONCERN DID YOU FEEL:
☐ Ignored by management? ☐ Victimised by co-workers? ☐ Victimised by management? ☐ None of the above? Q10 AFTER RAISING YOUR CONCERN DID YOU FEEL: ☐ Very safe?
 □ 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?

Q1:	1 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS
WR	ONGDOING WITHIN YOUR ORGANISATION?
O	Highly Likely
O	Likely
O	Neither Likely or Unlikely
O	Unlikely
O	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	•	0	•	0	•	0
An undertaking by the organisation for which you work to protect your identity as the source of information about the concern	•	•	•	•	•	•
The ability to raise your concern anonymously	•	•	•	•	•	0
A financial reward for raising a serious concern	•	•	•	•	•	0
A duty on the organisation for which you work to report to a regulator the concern you have raised if your organisation	•	•	•	•	•	•

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

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

REF	ORTING PROCEDURE? Yes Is Not Selected
Q1	/HAT TYPES OF CONCERNS HAVE YOU REPORTED? Please tick all that are applicable:
	Financial irregularities Harassment/bullying Discrimination Malpractice Environmental matters Computer misuse Alcohol/drug misuse Mismanagement Clinical competence Other
Q2	N HOW MANY OCCASIONS DURING THE LAST FIVE YEARS HAVE YOU RAISED A CONCERN?
O	
\mathbf{C}	occasion
O	2-3 occasions
O	l-8 occasions
O	9-19 occasions
O	20+ occasions
\mathbf{O}	Pon't know

Q3 FOCUSSING ON THE LAST OCCASION YOU RAISED A CONCERN, DID YOU OBTAIN ADVICE BEFOREHAND?
O Yes O No
Answer If FOCUSSING 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 □ A trade union □ A professional body □ A friend/relative □ A lawyer □ Public concern at work □ Other
Q4 DID YOU RAISE YOUR CONCERN INTERNALLY?
O Yes
O No
If No Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?

ans	swer only
00000000	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
0	b WERE YOU SATISFIED WITH YOUR ORGANISATION'S RESPONSE TO YOUR CONCERN? Yes No
If Y	es Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
0	DID YOU TAKE THE MATTER FURTHER WITHIN YOUR ORGANISATION? Yes No
If N	Io Is Selected, Then Skip To DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION?
Q5	a 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

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

Q5	b DID THIS RESOLVE THE MATTER?
O	Yes
O	No
If Y	es Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
An	swer If Did this resolve the matter? No Is Selected
Q6	DID YOU RAISE THE MATTER AGAIN INTERNALLY?
O	Yes
0	No
•	DID YOU TAKE THE MATTER OUTSIDE OF YOUR ORGANISATION? Yes No
If N	No Is Selected, Then Skip To WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?
-	a WHY DID YOU FEEL THE NEED TO RAISE THE CONCERN OUTSIDE YOUR ORGANISATION? Please licate 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	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?							
	WHEN YOU RAISED YOUR CONCERN EXTERNALLY, HOW SATISFIED WERE YOU WITH THE PORT YOU RECEIVED?							
O O O	Very Satisfied Satisfied Neither satisfied or dissatisfied Dissatisfied Very Dissatisfied							
Q8 '	WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT?							
O O								
Ans	wer If WAS AN INVESTIGATION OF YOUR CONCERN CARRIED OUT? Yes Is Selected							
Q8a	WAS THIS:							
O	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?
O Yes
O No
Answer If WERE YOU TOLD OF THE OUTCOME? Yes Is Selected
Q8c WAS WRONGDOING FOUND TO HAVE OCCURRED?
Que Wills Who Na Do Na To Till VE Occollines.
O Yes
O No
O Don't know
Answer If WAS WRONGDOING FOUND TO HAVE OCCURRED? Yes Is Selected
Q8d WAS IT DEALT WITH?
O Yes
O No
O 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?

Q1	0 AFTER RAISING YOUR CONCERN DID YOU FEEL:
O	Very safe? Safe? Neither safe nor unsafe? Unsafe? Very unsafe?
-	1 HOW LIKELY IS IT THAT YOU WOULD RAISE A CONCERN AGAIN IF YOU SUSPECTED SERIOUS CONGDOING WITHIN YOUR ORGANISATION?
O	Highly Likely
\mathbf{O}	Likely
\mathbf{O}	Neither Likely or Unlikely
\mathbf{O}	Unlikely
\mathbf{C}	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	•	0	•	0	•	0
An undertaking by the organisation for which you work to protect your identity as the source of information about the concern	•	•	•	•	•	•
The ability to raise your concern anonymously	•	•	•	•	•	0
A financial reward for raising a serious concern	•	•	•	•	•	0
A duty on the organisation for which you work to report to a regulator the concern you have raised if your organisation	•	•	•	•	•	•

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

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 <u>POLICY</u> WHICH OFFERS GUIDANCE ON HOW TO RAISE A CONCERN ABOUT SUSPECTED WRONGDOING AND WHAT PROTECTION STAFF MAY GET IF THEY DO SO? O Yes O No O Don't know				
 S01-1000 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 				

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

Q3	a HOW IS THE POLICY DESCRIBED:
O O	Whistleblowing policy? Confidential reporting policy/ Policy for reporting concerns? 'Speak up' policy? Other?
	HOW LONG HAS YOUR CONFIDENTIAL REPORTING/WHISTLEBLOWING <u>PROCEDURE</u> ETC. BEEN IN ERATION?
O	Less than a year
\mathbf{O}	One year or more but less than two years
\mathbf{O}	Two years or more but less than three years
\mathbf{O}	Three years or more but less than five years
\mathbf{O}	Five years or more but less than ten years
\mathbf{O}	Ten years or more
•	Don't know
Q5	WHEN WAS THIS PROCEDURE LAST AMENDED?
O	Less than a year
\mathbf{O}	One year or more but less than two years
0	Two years or more but less than three years
0	Three years or more but less than five years
\mathbf{O}	Five years or more but less than ten years
O	Ten years or more
0	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	0	0	O
Professional Bodies	O .	O	O
Others	O	O	O

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
O	Head of legal services Chair of ethics committee
_	Clinical director
0	Other
0	Don't know
Q8	WHO CAN USE YOUR PROCEDURE? Please indicate all that are applicable:
Q8	WHO CAN USE YOUR PROCEDURE? Please indicate all that are applicable: Employees
-	Employees Self-employed Ex-employees
-	Employees Self-employed Ex-employees Members of the public
-	Employees Self-employed Ex-employees
	Employees Self-employed Ex-employees Members of the public
	Employees Self-employed Ex-employees Members of the public Volunteers
	Employees Self-employed Ex-employees Members of the public Volunteers Contractors
	Employees Self-employed Ex-employees Members of the public Volunteers Contractors Subcontractors Patients Suppliers
	Employees Self-employed Ex-employees Members of the public Volunteers Contractors Subcontractors Patients Suppliers Agency workers
	Employees Self-employed Ex-employees Members of the public Volunteers Contractors Subcontractors Patients Suppliers

	ACCORDING TO YOUR PROCEDURE, TO WHOM SHOULD PEOPLE <u>INITIALLY</u> REPORT A CONCERN OUT SUSPECTED WRONGDOING? Please indicate one only					
0	Line manager					
	A person designated by the trust to receive concerns					
	Head of Department					
	Chief Executive					
O	Chair of ethics committee					
O	Head/Chair of the Audit Committee					
O	Human Resources					
O	Internal hotline					
O	External hotline					
O	Chair of Governors					
O	A Health Service Regulator					
O	Clinical director					
O	Depends on the concern or circumstances					
O	Other					
O	Don't know					
	0 IF THEY NEED AN ALTERNATIVE, TO WHOM SHOULD PEOPLE REPORT A CONCERN? Please icate 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 - InternalOther - ExternalDon't know

Q11 DOES YOUR PROCEDURE ENCOURAGE PEOPLE TO USE A PARTICULAR MECHANISM FOR REPORTING CONCERNS?
O Yes O No
O 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
☐ 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?
YesNoDon't know
Q14 DOES YOUR PROCEDURE SPECIFY THAT CONFIDENTIALITY WILL BE MAINTAINED? O Yes O No O 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?
YesNoDon't know
Q15 DOES YOUR PROCEDURE INDICATE THAT THE PERSON REPORTING A CONCERN WILL BE KEPT INFORMED ABOUT THE PROGRESS OF ANY INVESTIGATION?
YesNoDon'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? O Yes
O No O 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? O Yes O No O Don't know Answer If DOES YOUR PROCEDURE STATE THAT INDEPENDENT ADVICE IS AVAILABLE TO A PERSON REPORTING A CONCERN OR CONIDERING 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?
YesNoDon'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':
O Internal? O External? O Both?
Q19 DOES YOUR PROCEDURE INDICATE THAT IT CAN ONLY BE USED IF THERE IS A PUBLIC INTEREST IN RAISING A CONCERN?
O Yes O No O Don't know
Q20 DOES YOUR PROCEDURE STATE THAT THOSE WHO REPORT A CONCERN MUST BE ACTING IN GOOD FAITH?
O Yes O No O 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?
YesNoDon't know

Q22 DOES YOUR PROCEDURE HAVE SPECIFIC PROVISIONS TO ENSURE THAT THOSE WHO RAISE CONCERNS SUFFER NO DETRIMENT?
YesNoDon't know
Q23 DOES YOUR TRUST KEEP RECORDS ABOUT WHETHER ANYONE WHO RAISES CONCERNS SUBSEQUENTLY SUFFERED A DETRIMENT?
O Yes O No O 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?
 O 0 O 1-5 O 6-10 O 11+ O Don't know
Q24 IN THE LAST TWO YEARS, HOW MANY CLAIMS FOR VICTIMISATON HAVE: Please indicate all that are applicable

	0	1-5	6-10	11-20	21+	Don't know
Been withdrawn?	•	•	•	•	•	O
Been settled?	•	O	•	•	O	O
Resulted in an employment tribunal judgment?	O	0	O	0	0	0

Answer If IN THE LAST TWO YEARS, HOW MANY CLAIMS FOR VICTIMISATON HAVE: ... Been settled? - 1-5 Is Selected Or IN THE LAST TWO YEARS, HOW MANY CLAIMS FOR VICTIMISATON HAVE: ... Been settled? - 6-10 Is Selected Or IN THE LAST TWO YEARS, HOW MANY CLAIMS FOR VICTIMISATON HAVE: ... Been settled? - 11-20 Is Selected Or IN THE LAST TWO YEARS, HOW MANY CLAIMS FOR VICTIMISATON 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?	0	•	•	•	•	O
Monetary compensation paid?	•	•	•	•	•	O
A confidentiality clause?	•	•	•	•	•	O

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:

- O Less than £1000
- O £1000-£5000
- O £5001-£10,000
- O £10,001 -£20,000
- O £20,001-£50,000
- **O** £50,001-£100,000
- O Greater than £100,000
- O 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?
YesNoDon't know
A STANDAY HAVE BEEN CETTLED IN HOW MAANIV CACES WAS THERE IN A STANDAY CACES
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?
O Yes O No O Don't know
Q25 DOES YOUR PROCEDURE PROVIDE FOR DISCIPLINARY ACTION TO BE TAKEN AGAINST THOSE WHO VICTIMISE ANYONE REPORTING A CONCERN?
YesNoDon'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?
O Yes O No O 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?	
C C	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?	
O	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

WRONGDOING?
YesNoDon'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?
O Yes
O No O Don't know
O DOIL KHOW
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

PROCEDURE?
YesNoDon'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?
YesNoDon't know

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

Q3:	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			
Q3:	2 HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS?			
O	Yes			
0	No			
\mathbf{O}	Don't know			
Ans	swer If HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS? Yes Is Selected			
Q3:	2a ON HOW MANY OCCASIONS HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS?			
O	Never			
	1-5 occasions			
0	6-10 occasions			
\mathbf{O}	11-20 occasions			
0	21-50 occasions			
\mathbf{O}	51-100 occasions			
\mathbf{O}	101+ occasions			
\mathbf{O}	Don't know			
If N	lever Is Selected, Then Skip To WHAT TYPES OF ISSUES HAVE BEEN REPORTED UNDER THE			
PRO	OCEDURE?			

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:

\mathbf{O}	The concern did not merit investigation						
O	The concern did not merit investigation and the person raising it was disciplined						
\mathbf{O}	The concern was investigated but no wrongdoing was identified The concern was investigated and wrongdoing was identified						
O							
O	Wrongdoing was identified and dealt with						
O Wrongdoing was identified but not dealt with							
O	The person raising the concern was informed of the outcome						
O	The person raising the concern was thanked for doing so						
O	Other						
O	Don't know						
-	3 WHAT TYPES OF ISSUES HAVE BEEN REPORTED UNDER THE PROCEDURE? Please indicate all						
tna	it are applicable:						
	Safety concerns						
	Financial irregularities						
	Harassment/bullying						
	Discrimination						
	Malpractice						
	Environmental matters						
	Computer misuse						
	Alcohol/drug misuse						
	Mismanagement						
	Clinical competence						
	Other						
	Don't know						

Q3	4 WITHIN THE LAST TWO YEARS, HOW MANY DATIX REPORTS WERE LOGGED WITH YOUR TRUST?
O	
	1-5
	6-10
	11-20
	21-50 51-100
	100+
	Don't know
•	DOIL KHOW
	5 WITHIN THE LAST TWO YEARS, HOW MANY CONCERNS HAVE MEMBERS OF STAFF AT YOUR JST RAISED WITH THE CARE QUALITY COMMISSION?
O	0
\mathbf{O}	1-5
\mathbf{O}	6-10
O	11-20
	21-50
	51-100
	100+
0	Don't know
Q3	6 IS THE EFFECTIVENESS OF YOUR PROCEDURE MONITORED?
0	Yes
0	No
0	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?
O Very Satisfied
SatisfiedNeither satisfied nor dissatisfied
O Dissatisfied
O Very Dissatisfied
O Don't know
Q38 IS YOUR TRUST PLANNING TO REVISE/UPDATE/ OR AMEND THE PROCEDURE IN THE NEXT TWELVE MONTHS?
O Yes
O No
O 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	0	0	0	0	0	0
An undertaking by the Trust to protect a person's identity as the source of information about the concern	0	0	•	•	0	0
The ability to raise a concern anonymously	0	0	0	0	0	0
A financial reward for raising a serious concern	•	•	•	•	•	0
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			

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?
YesNoDon'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?
O Less than a year
One year or more but less than two years
O Two years or more but less than three years
O Three years or more but less than five years
O Five years or more but less than ten years
Ten years or moreDon't know
S DOIL CKNOW

Q3	WHEN WAS THIS PROCEDURE LAST AMENDED?
0 0 0 0	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:
O	President
O	Chief executive
\mathbf{C}	Chairperson
O	Head of human resources
\mathbf{C}	Head of legal services
O	Chair /head of audit committee
O	Board of Governors
O	Chair of ethics committee
	Other
3	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
J	Office

☐ Don't know

Q6 DOES YOUR PROCEDURE ENCOURAGE PEOPLE TO USE A PARTICULAR MECHANISM FOR REPORTING CONCERNS?
YesNoDon'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 □ 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? O Yes O No O Don't know

Q9 DOES YOUR PROCEDURE SPECIFY THAT CONFIDENTIALITY WILL BE MAINTAINED?
YesNoDon'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 CONFIDENTIALIT IN ALL CIRCUMSTANCES?
O Yes
O No
O Don't know
Q10 DOES YOUR PROCEDURE STATE THAT THE PERSON REPORTING A CONCERN WILL BE KEPT INFORMED ABOUT THE PROGRESS OF ANY INVESTIGATION?
O Yes
O No
O 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?
O Yes
O No
O 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

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Q1	1a 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
Q1	2 DO YOU HAVE A TELEPHONE 'HOTLINE' DEDICATED TO THE REPORTING OF CONCERNS?
O	Yes No Don't know
-	3 DOES YOUR PROCEDURE STATE THAT IT CAN ONLY BE USED IF THERE IS A PUBLIC INTEREST IN ISING A CONCERN?
O	Yes No Don't know
-	4 DOES YOUR PROCEDURE STATE THAT THOSE WHO REPORT A CONCERN MUST BE ACTING IN OD FAITH?
O	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?
YesNoDon'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?
YesNoDon'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?

A CONCERN TO THEIR EMPLOYER?
YesNoDon'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 staffLegal department
□ Other
□ Don't know
Q19 DOES YOUR PROCEDURE GIVE ANY INDICATION ABOUT THE TYPES OF CONCERN THAT MIGHT
BE REPORTED UNDER IT?
O Yes
O No O 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

	icate all that are applicable:
	Safety concerns Financial irregularities Harassment/bullying Discrimination Malpractice Environmental matters Computer misuse Alcohol/drug misuse Mismanagement Clinical competence Other
Q2	0 HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS?
O	Yes No Don't know
Ans	swer If HAS YOUR PROCEDURE BEEN USED IN THE LAST FIVE YEARS? Yes Is Selected
-	Oa HOW OFTEN HAS YOUR PROCEDURE FOR REPORTING CONCERNS ABOUT SUSPECTED RONGDOING IN THE HEALTH SERVICE BEEN USED IN THE LAST FIVE YEARS?
O	Never
O	1-5 occasions
0	6-10 occasions
O	11-20 occasions
O	21-50 occasions
0	51-100 occasions
0	101+ occasions
0	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

	Ob ON THE MOST RECENT OCCASION IT WAS USED, WHAT WAS THE OUTCOME? Please indicate 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
	Safety concerns Financial irregularities Harassment/bullying Discrimination Malpractice Environmental matters Computer misuse Alcohol/drug misuse Mismanagement
-•	2 DO YOU PUBLISH INFORMATION ABOUT YOUR WORK IN RELATION TO HISTLEBLOWING/CONFIDENTIAL REPORTING?
	Yes No

O 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	•	•	•
The number of cases referred by employment tribunals	•	•	•
The number of concerns that were outside your jurisdiction	•	•	O
The number of investigations conducted as a result of concerns being raised	•	•	0
The outcome of investigations	0	0	0

Q2	3 IS THE EFFECTIVENESS OF YOUR PROCEDURE MONITORED?
0	Yes
0	No
0	Don't know
Ans	swer If IS THE EFFECTIVENESS OF YOUR PROCEDURE MONITORED? Yes Is Selected
Q2:	3a HOW OFTEN IS YOUR PROCEDURE MONITORED?
0	Quarterly
O	Every 6 months
\mathbf{O}	Annually
0	Every two years
\mathbf{O}	Every five years
\mathbf{C}	Other
\mathbf{C}	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:

0000000	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	4 HOW SATISFIED ARE YOU WITH YOUR PROCEDURE?
O O O	Very Satisfied Satisfied Neither satisfied/dissatisfied Dissatisfied Very Dissatisfied
	5 IS YOUR ORGANISATION PLANNING TO REVISE /UPDATE/ OR AMEND THE PROCEDURE IN THE KT TWELVE MONTHS?
O	Yes No Don't know
•	6 DO YOU PROVIDE WRITTEN GUIDANCE TO EMPLOYERS ABOUT MANAGEMENT'S SPONSIBILITY TO SUPPORT WHISTLEBLOWERS?
O	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	0	0	0	0	0	0
An undertaking by the Trust to protect a person's identity as the source of information about the concern	•	•	•	•	•	•
The ability to raise a concern anonymously	0	0	0	0	0	0
A financial reward for raising a serious concern	•	•	•	•	•	0
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			
period			

SECTION B

Ans	swer If DO YOU HAVE A WRITTEN PROCEDURE WHICH ENABLES PEOPLE TO RAISE A CONCERN
AB	OUT SUSPECTED WRONGDOING IN THE NHS? Yes Is Not Selected
Q1	WHO IN YOUR ORGANISATION HAS OVERALL RESPONSIBILITY FOR ENSURING THAT REPORTE
CO	NCERNS ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE ARE DEALT WITH? Please
ide	entify one only:
O	President
\mathbf{O}	Chief executive
\mathbf{C}	Chairperson
\mathbf{C}	Head of human resources
\mathbf{O}	Head of legal services
\mathbf{O}	Chair /head of audit committee
\mathbf{O}	Board of Governors
O	Chair of ethics committee
O	Other
O	Don't know
-	FROM WHOM ARE YOU WILLING TO RECEIVE SUCH CONCERNS? Please indicate all that are plicable:
	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?
YesNoDon'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
O No
O Don't know

Q6 DO YOU INDICATE THAT CONFIDENTIALITY WILL BE MAINTAINED?
YesNoDon'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?
O Yes
O No
O Don't know
Q7 DO YOU INDICATE THAT THE PERSON REPORTING A CONCERN WILL BE KEPT INFORMED ABOUT THE PROGRESS OF ANY INVESTIGATION?
O Yes
O No
O 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?
O Yes
O No
O 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?
O	Yes No Don't know
•	D DO YOU INDICATE THAT THOSE RAISING A CONCERN MUST REASONABLY BELIEVE THAT ERE IS A PUBLIC INTEREST IN DOING SO?
O	Yes No Don't know
Q1:	1 DO YOU INDICATE THAT THOSE WHO REPORT A CONCERN MUST BE ACTING IN GOOD FAITH?
0	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?
O Yes O No O 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?
YesNoDon'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?

A CONCERN TO THEIR EMPLOYER?
YesNoDon'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?
YesNoDon'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:

Pie	ase indicate all that are applicable:
	Safety concerns
	Financial irregularities
	Harassment/bullying
	Discrimination
	Malpractice
	Environmental matters
	Computer misuse
	Alcohol/drug misuse
	Mismanagement
	Clinical competence
	Other
-	7 HOW MANY CONCERNS ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE HAVE BEEN
RA	ISED WITH YOU IN THE LAST FIVE YEARS?
O	0
O	1-5
\mathbf{O}	6-10
O	11-20
O	21-50
O	51-100

O 101+

O Don't know

	8 WHAT TYPES OF CONCERNS HAVE BEEN REPORTED TO YOU? Please indicate all that are blicable:
	Safety concerns Financial irregularities Harassment/bullying Discrimination Malpractice Environmental matters Computer misuse Alcohol/drug misuse Mismanagement Clinical competence Other Don't know
WH	DO YOU PUBLISH INFORMATION ABOUT YOUR WORK IN RELATION TO IISTLEBLOWING/CONFIDENTIAL REPORTING?
0	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	0	0	•
The number of cases referred by employment tribunals	•	•	•
The number of concerns that were outside your jurisdiction	•	•	•
The number of investigations conducted in response to concerns raised	•	•	0
The outcome of investigations	0	0	O

Q2	0 IS THE EFFECTIVENESS OF YOUR ARRANGEMENTS FOR RECEIVING CONCERNS MONITORED?
0	Yes No Don't know
Ans	swer If IS THE EFFECTIVENESS OF YOUR ARRANGEMENTS FOR RECEIVING CONCERNS
MC	ONITORED? Yes Is Selected
Q2	0a HOW OFTEN ARE YOUR ARRANGEMENTS FOR RECEIVING CONCERNS MONITORED?
0	Quarterly
0	Every 6 months
O	Annually
O	Every two years
O	Every five years
0	Other
0	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:

O	President
\mathbf{O}	Chief executive
\mathbf{O}	Chairperson
\mathbf{O}	Head of human resources
\mathbf{O}	Head of legal services
\mathbf{O}	Chair /head of audit committee
\mathbf{O}	Board of Governors
\mathbf{O}	Chair of ethics committee
\mathbf{O}	Other
\mathbf{O}	Don't know
Q2	1 HOW SATISFIED ARE YOU WITH YOUR CURRENT ARRANGEMENTS FOR RECEIVING CONCERNS?
O	Very Satisfied
O	Satisfied
O	Neither satisfied/dissatisfied
O	Dissatisfied
0	Very Dissatisfied

Q22	2 IS YOUR ORGANISATION PLANNING TO REVISE /UPDATE/ OR AMEND YOUR
ARF	RANGEMENTS FOR RECEIVING CONCERNS IN THE NEXT TWELVE MONTHS?
0	Yes No Don't know
-	B DO YOU PROVIDE WRITTEN GUIDANCE TO EMPLOYERS ABOUT MANAGEMENT'S SPONSIBILITY 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
An independent person or organisation being authorised by the Trust to receive information about concerns staff want to raise and believe to be serious	•	•	•	•	•	•
An undertaking by the Trust to protect a person's identity as the source of information about the concern	•	•	•	•	•	•

The ability to raise a concern anonymously	0	•	•	•	•	0
A financial reward for raising a serious concern	•	•	•	•	•	O
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	•	•	O	•	•	•