

Robert Francis' recommendations on redress for NHS whistleblowers in the report of the Freedom To Speak Up Review

http://webarchive.nationalarchives.gov.uk/20150218150953/https://freedomtospeakup.org.uk/wp-content/uploads/2014/07/F2SU_web.pdf

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“97 I believe that the Principles and Actions in this report should together make it safe for people to speak up, and provide redress if injustice does occur. The creation of Freedom to Speak Up Guardians and an Independent National Officer [National Freedom To Speak Up Guardian] in particular are key components of this, to provide support and ensure the patient safety issue is always addressed.”

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“7.6.12

The INO [National Freedom To Speak Up Guardian] should be authorised by these bodies to use his/her discretion to:

- review the handling of concerns raised by NHS workers where there is cause for concern in order to identify failures to follow good practice, in particular failing to address dangers to patient safety and to the integrity of the NHS, or causing injustice to staff
- to advise the relevant NHS organisation, where any failure to follow good practice has been found, to take appropriate and proportionate action, or to recommend to the relevant systems regulator or oversight body that it make a direction requiring such action. This may include:
 - addressing any remaining risk to the safety of patients or staff
 - offering redress to any patients or staff harmed by any failure to address the safety risk
 - correction of any failure to investigate the concerns adequately”

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“10.6

It will be important that progress is reviewed regularly. Culture change is not a one-off event, but requires constant attention and development. I believe that the widespread introduction of Freedom to Speak Up Guardians, with a national point of reference created through the new post of the Independent National Officer [National Freedom To Speak Up Guardian] , is a key component in keeping watch over the way concerns are handled, providing support to those who need it, and ensuring the patient safety issue is always addressed. The climate that can be generated by these measures will be one in which injustice to whistleblowers should become very rare indeed, but is redressed when it does occur.