

LETTER 29 JANUARY 2021 TO TOM GRIMES NHSI HEAD OF WHISTLEBLOWING, ABOUT  
NHSI'S INVESTIGATION PROCESS

Dear Tom,

Thank you for your final complaint investigation report and Andrew Morris' decision letter. The following is a joint response from Dr Campbell, his wife and me.

The acknowledgement in the latest version of your report that Dr Campbell did NOT give consent for anyone from the National Guardian's Office to contact Sylvia Wood the Harrogate Freedom To Speak Up Guardian, and the acknowledgment that such contact was inappropriate in the context of Dr Campbell's case, are welcome.

But there remains a heavy reliance on inference, and as far as we can see, limited corroboration other than some examination of email correspondence.

There is no direct account of what the individuals in question have said during the investigation.

In our initial response to your previous version of the investigation report, we asked:

*"i. Did you question the case review manager at the National Guardian's Office about whether he contacted Sylvia Wood about Dr Campbell's case?*

*ii. If you did, what was his reply?*

*iii. Did you ask Henrietta Hughes if she contacted Sylvia Wood about Dr Campbell's case?*

*iv. If you did, what was her reply.*

*v. Did you ask Henrietta Hughes for an account of her wider involvement in Dr Campbell's*

*case?*

*vi. If so, what was her reply?"*

As far as we can see, these questions have not been answered. We would appreciate it you would address these questions.

The central concern, based on what Dr Campbell was told by his trust CEO, is easy to simplify as follows:

1. Dr Campbell raised concerns about his medical director with the National Guardian's Office, and told the NGO that his medical director was married to the Trust Freedom To Speak Up Guardian.

2. He did not give the National Guardian's Office permission to contact the Freedom To Speak Up Guardian.

3. He was then shocked to be told by his CEO that the National Guardian herself had breached his confidentiality by contacting the Trust Freedom To Speak Up Guardian, despite his concerns.

Arising from this sequence, it would seem logical for any investigation to include direct interviews with the individuals concerned, who are:

1. The National Guardian's case review manager
2. The National Guardian
3. The CEO of Harrogate and District NHS Foundation Trust
4. The former Freedom to Speak Up Guardian, who was contacted about Dr Campbell's case without his permission

No where in your report does it say that you have questioned these individuals.

It would be reassuring to have confirmation that you did so, and to have more information about these interviews, if indeed they took place.

Also, were all relevant telephone records checked, including the National Guardian's phone records, for contacts between the National Guardian and her Office, and the former Harrogate trust Freedom To Speak Up Guardian?

Dr Campbell is reasonably concerned that there is disparate weight given to the National Guardian's implied and very late denial that she called Sylvia Wood the Freedom To Speak Up Guardian about his case, relative to Dr Campbell's near contemporaneous record of the conversation with his trust CEO in June 2020.

If there was genuine confusion about who from the National Guardian's Office had called Sylvia Wood, why was this not simply explained to Dr Campbell at the time?

Instead of an explanation, there was a disturbing glossing over by the National Guardian's Office of the confidentiality breach. Your report is silent on whether the National Guardian was aware of and sanctioned this unsatisfactory response by her office.

Dr Wood made a clear record, at the appropriate time, of his concerns about confidentiality. By your report, there is no corresponding record by the National Guardian or her Office.

Dr Campbell is more likely to have an accurate recollection of his own case, and this is supported by his timely record keeping.

Surely the benefit of the doubt should be in his favour?

The apology required is that not only was his confidentiality breached, but that there has astonishingly been no apology for this to date, which also undermines the credibility of the implied denial by the National Guardian.

Many thanks and best wishes, Minh  
Cc Dr Julian Campbell