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Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Dr Minh Alexander
REDACTED

Ein cyf / Our ref: 079/22/FOI

☎: 03000 858361

E-bost / Email: BCU.FOI@wales.nhs.uk

Dyddiad / Date: 19th July 2022

Dear Dr Minh Alexander

Further to your request for information dated 30th May 2022, I am pleased to provide the following response. I am sorry for the delay in responding to your request.

Your request and our response:

Review arising from anonymous nursing staff whistleblowing to an MP and raised with the Welsh parliament

Please disclose:

The Health Board's briefing to Ministers following Mr ap Iorwerth, Plaid Cymru's spokesperson for health and care, raising the issue of whistleblowing by nursing staff at the Health Board about safe staffing and bullying. Please see the report about this in the Nursing Times:

<https://minhalexander.files.wordpress.com/2022/05/nurses-at-welsh-hospital-e28098overworked-bullied-and-afraid-to-speak-out.pdf>

1. Please disclose what arrangements the Health Board has made so far as regards the planned review into the nursing staff concerns about safe staffing and bullying.

A review has been commissioned by Gaynor Thomason, Interim Executive Director of Nursing & Midwifery and Sue Green, Executive Director of Workforce and Organisational Development. The final report will be completed by 31st July 2022.

a. Please disclose any terms of reference that have been formulated and who, if anyone, has been identified to undertake the review.

The terms of reference is attached below.



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YG Concerns Term
of Reference v.3 (2)_

Please note that any information that is personal has been redacted under Section 40 – Personal Information of the Freedom of Information Act.

b. Please advise which Health Board director has overall responsible for supervising the conduct of the review.

The Executive Director of Workforce and Organisational Development has overall responsibility for supervising the conduct of the review.

2. Please disclose a copy of the Health Board's whistleblowing policy



WP4A - Procedure
for NHS Staff to Raise

3. If the information is held centrally and is easily interrogable, please disclose how many concerns have been raised by staff at the Health Board about safe staffing in the last three years.

From 1st April 2019 to 31st March 2022, there have been 3006 adverse events that affected staffing levels, please note this figure includes staff reporting positive COVID-19 statuses.

If you are dissatisfied with the way the Health Board has handled your request for information, you can request a review by writing to us at the address below, however a review must be requested within 40 working days from the date the response was issued.

Information Governance Office
Betsi Cadwaladr University Local Health Board
Wrexham Maelor Hospital, Croesnewydd Road, Wrexham LL13 7TD

If you remain dissatisfied with the handling of your request or complaint, you have a right of appeal to the Information Commissioner at:

Information Commissioner's Office - Wales
2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH
Tel: 0330 414 6421
wales@ico.org.uk
www.ico.org.uk
twitter.com/iconews

**We welcome correspondence through the medium of Welsh
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There is no charge for making an appeal. If you require any further assistance, please do not hesitate to contact me on 03000 858361.

Yours sincerely

Information Governance Manager

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