



ROYAL COLLEGE OF  
PHYSICIANS AND  
SURGEONS OF GLASGOW

<b>CONSULTATION:</b>	The Whistleblowing Framework: Call for evidence
<b>ORIGINATING SOURCE:</b>	UK Government: <i>Department for Business, Innovation &amp; Skills</i>
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The Royal College of Physicians and Surgeons of Glasgow would wish to acknowledge the importance of whistle blowing within the NHS, as recently evidenced by the Francis report.

We commend the Scottish Government on having a whistle blowing system in place which is independent of immediate line managers and others with vested interests. We believe that barriers to effective whistle blowing can include concerns about protection of the whistle blower, but are also related to the additional time needed to express concerns; staff perceptions about a top-down managerial style and a working culture that may appear to have no time or interest to listen to and act on concerns. Such a working environment breeds indifference, nihilism and, at times, fear on the part of staff and a failure of management to be aware of relatively minor issues that may together pose significant risk. Steps that support regular, identification of issues at all levels, coupled to regular sharing of feedback on actions taken may help to change such a culture.