

A large, stylized graphic of a red speech bubble with the words 'SPEAK UP!' in white, bold, sans-serif capital letters. To the right of the speech bubble, there are three white, stylized sound waves or arrows pointing outwards.

SPEAK UP!

Speaking Up

NHS Grampian is committed to a culture that prioritises safety, quality and learning. As part of that culture, it's important staff feel able to speak up about any concerns they have confidentially and without fear of detriment. You can speak up about anything that gets in the way of patient care, or that affects your working life.

Examples include:

- Unsafe working conditions
- Inadequate induction or training for staff
- Lack of or poor response to a patient safety incident
- Suspicion of fraud (which can also be reported to our local counter fraud team)
- A bullying culture

We encourage anyone with a workplace concern to speak to their Line Manager or get in touch:

- By Online Form at: nhsgrampian.org/whistleblowing or by scanning the QR code below
- By Email: gram.whistleblowing@nhs.scot
- By Phone: **01224 558815**

You can also contact an NHS Grampian Speak Up Ambassador (Confidential Contact). Find out more about the Speak Up Ambassadors (including contact information) at: nhsgrampian.org/whistleblowing or by scanning the QR code below.



Find out more about speaking up
in NHS Grampian at:
nhsgrampian.org/whistleblowing

Scan the QR code
to find out more.



A large blue speech bubble with the words 'SPEAK UP!' in white, bold, sans-serif capital letters. To the right of the speech bubble are three white, stylized sound waves or 'burst' lines.

Speak Up Ambassadors

Speak Up Ambassadors (Confidential Contacts) are available to support and offer advice to anyone wishing to raise a workplace concern. They've received accredited training to enable them to undertake this role. Workplace concerns are issues which get in the way of patient care, or that affect your working life.

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You can see all 18 Speak Up Ambassadors - including their contact info - by visiting nhsgrampian.org/whistleblowing or by scanning the QR code below.



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A large, stylized speech bubble graphic in a light purple color. Inside the bubble, the words 'SPEAK UP!' are written in a large, bold, white, sans-serif font. To the right of the bubble, there are three white, stylized sound waves or 'echo' marks pointing outwards.

Have you heard about the process for whistleblowing?

There are increased protections for anyone delivering NHS services

A whistleblowing concern is speaking up in the public interest about an action, or lack of action, which has created, or may create, a risk of harm or wrong doing.

Whistleblowing is greatly valued because it raises awareness of something that may be illegal, unsafe, fraud, or an abuse of taxpayer funds, so that action can be taken.

Anyone raising a whistleblowing concern can expect to have their identity protected and to be fully supported by one of our Speak Up Ambassadors.

Whistleblowing concerns can be raised by anyone who is (or has been) providing services for the NHS, or working to provide services with NHS staff.

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