



**The Clatterbridge  
Cancer Centre**  
NHS Foundation Trust

Clatterbridge Road  
Bebington  
Wirral  
CH63 4JY

Tel: 0151 556 5000  
Web: [www.clatterbridgecc.nhs.uk](http://www.clatterbridgecc.nhs.uk)

Date: 6 April 2020

**Re: Freedom of Information Request**  
**Ref: 75- 2020**

Thank you for your email dated the 11<sup>th</sup> March 2020, requesting information relating to whistleblowing.

The information that you require is as follows:

**May you please supply me with the following information:**

**Whistleblowing within the NHS Trusts**

1. **How many former employees who raised concerns / blew the whistle on practices within the trust were later found to have been unfairly dismissed by an employment tribunal**
  - **Please provide the figures per year for the following calendar years: 2019, 2018 and 2017**
  - **For example, in 2017, 2 employees raised concerns surrounding patient safety at the Trust. Those employees were dismissed and later found that have been unfairly dismissed by an employment tribunal**

**Nil - The Clatterbridge Cancer Centre has not had any cases of individuals being dismissed or found to be unfairly dismissed during this time period.**

2. **How much compensation has been paid out to NHS whistleblowers who were later found to have been unfairly dismissed by an employment tribunal.**
  - **Please provide the figures per year for the following calendar years: 2019, 2018 and 2017**
  - **For example, in 2017, 2 employees raised concerns surrounding patient safety at the Trust. Those employees were dismissed and**

later found to have been unfairly dismissed by an employment tribunal. The two employees received £20,000 each

**N/A – Please see above.**

**NOTE: If for data protection reasons the information cannot be broken down per year - please provide the figures over the three year period.**

- **For example: In the calendar years, 2017, 2018 and 2019, a total of 4 individuals who had previously raised whistleblowing concerns were later found to have been unfairly dismissed by an employment tribunal. These four individuals were awarded £200,000 in total as compensation.**

**Notes for clarity:**

- **According to NHS guidelines, complaints classed as whistleblowing include: unsafe patient care, unsafe working conditions, inadequate induction or training for staff etc. Full guidelines for raising concerns within the NHS outlined here: [https://improvement.nhs.uk/documents/27/whistleblowing\\_policy\\_final.pdf](https://improvement.nhs.uk/documents/27/whistleblowing_policy_final.pdf)**
- **Documented examples of cases whereby individuals have been found to have been unfairly dismissed after making whistleblowing complaints include: <https://www.peoplemanagement.co.uk/news/articles/whistleblowing-nurse-branded-a-nuisance-awarded-127000>**

**If you believe the contents of any such files are exempt from disclosure, please provide summaries of any such exempt files.**

Should you require any further information please do not hesitate to contact me on the email address provided below.

Please remember to quote the reference number above in any future communications.

If you are dissatisfied with the handling of your request, you have the right to ask for this to be investigated internally.

If you are dissatisfied with the information you have received, you have the right to ask for an internal review.

Both processes will be handled in accordance with our Trust's Freedom of Information Policy and the Freedom of Information Act 2000.

Internal investigation and internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Freedom of Information Review, The Clatterbridge Cancer Centre NHS Foundation Trust, Clatterbridge Road, Bebington, Wirral, CH63 4JY

If you are not satisfied with the outcome of the internal investigation/review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

**In order for us to ensure customer satisfaction and to monitor compliance with the Freedom of Information Act 2000, we would be grateful if you could take a couple of minutes to complete a short feedback form via the link below:**

<https://www.surveymonkey.co.uk/r/H39RFMM>