

*Andrew Dawson*  
**Director of Workforce Policy (Acting)**



Department of  
**Health**

An Roinn Sláinte

Mánnystrie O Poustie

[www.health-ni.gov.uk](http://www.health-ni.gov.uk)

HSC Chief Executives  
HSC HR Directors

Castle Buildings  
Upper Newtownards Road  
**BELFAST**  
**BT4 3SQ**

Tel: 028 90522388  
Email:  
[Andrew.Dawson@health-ni.gov.uk](mailto:Andrew.Dawson@health-ni.gov.uk)

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Dear Colleague

**HSC WHISTLEBLOWING FRAMEWORK & MODEL POLICY**

Please see attached the new HSC Whistleblowing Framework & Model Policy. This has been developed, in collaboration with HSC colleagues, in response to the recommendations arising from the Regulation and Quality Improvement Authority's (RQIA) Review of the Operation of Health and Social Care Whistleblowing Arrangements.

The Framework & Model Policy applies to all staff involved in the work of a HSC organisation. It sets out the revised arrangements by which HSC staff can raise concerns and what they can expect from their employers in terms of protections under the law. It provides guidance to HSC Employers on how to encourage staff to raise concerns and how to deal effectively with concerns in an open and transparent way.

All HSC organisations are required to adopt the Model Policy and may tailor it to take account of their individual organisation's policies and procedures.

In due course the Department will monitor the implementation and effectiveness of these arrangements.

Yours sincerely

**ANDREW DAWSON**  
**Director of Workforce Policy (Acting)**