


Occupational & Environmental Health Services
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Tel: 

14 February 2000

Ms Fiona Bagnell
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BT1 2LB

Dear Fiona

I would be grateful for your advice regarding a definition of "no blame culture". The context for this is our adverse event reporting or accident reporting system. To encourage staff to participate fully in this, it is accepted good practice that we should develop a no blame culture where staff treat the reporting of incidents as a learning experience. The obvious advantage for the Trust is that we can identify, at an early stage, issues of risk.

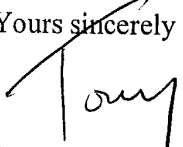
The definition that I have come up with is as follows:-

Staff reporting adverse events or near misses will not be subject to discipline provided their behaviour is not criminal or malicious and does not constitute gross misconduct or deviate from the approved policies of the Royal Hospitals.

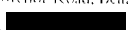
No individual providing information, opinion, counsel or services to an incident investigation or Trust Committee shall be liable in a suit for damages. This is provided that such an individual acted in good faith, with a reasonable belief that said actions were warranted in connection with, or in furtherance of, the Royal Hospitals Risk Management Strategy.

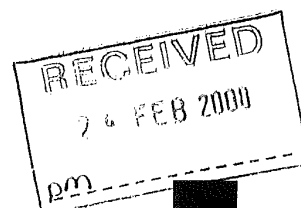
I have taken this from Ian Carson's original Risk Management Strategy and from other bits and pieces I have seen elsewhere. Your comments would be welcome.
Kind regards.

Yours sincerely


A B STEVENS
Consultant in Occupational Medicine

PATRON: HRH The Duchess of Kent
The Royal Victoria Hospital
The Royal Maternity Hospital
The Royal Belfast Hospital for Sick Children
The Dental Hospital

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