

Report to: Trust Board - May 2013

Enclosure 11

Title	Policy Update
Sponsoring Executive Director	Victoria Maher - Workforce Director
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Purpose	To update the Committee on new and revised policies and request ratification of the same
Previously considered by	Policy subgroup, TNCC, HEC

Executive Summary

The Policy Approval Group has been established to review policies prior to ratification. The following policies have recently been updated and approved:

- HR05 Whistleblowing
- HR52 Standards of Business Conduct
- HR59 Development and Training

This document can be at :

CorporateProjects on 'Rshsan02'(X):\CorporateMeetings\Hospital Exec Committee\2012\New policies

The documents will be accessible through the document library on the Intranet.

Related SATH Objectives	SATH Sub-Objectives
QS: Quality and Safety LG: Learning and Growth	Meet regulatory Requirements and Healthcare Standards
Equality and Diversity Issues	All policies have been assessed for equality impact

Action required by the Trust Board

To ratify the following policies and disseminate through the Centres:

- **HR05 Whistleblowing**
- **HR52 Standards of Business Conduct**
- **HR59 Development and Training**

1 Introduction

The Policy Approval Group (PAG) has been established to review policies prior to ratification. The aim is to ensure that all the appropriate steps have been taken to consult with the appropriate stakeholders; and that the policy meets the requirements of the overarching document on the development of policies and guidelines. The following document was discussed at PAG, HEC the Board is asked to note the legislative changes to the document.

2 Document

2.1 HR05 - Whistleblowing

This policy has been amended slightly to include references to NHS Protect and the NHS PREVENT Strategy.

NHS Protect leads on work to identify and tackle crime across the health service. The aim is to protect NHS staff and resources from activities that would otherwise undermine their effectiveness and their ability to meet the needs of patients and professionals. Ultimately, this helps to ensure the proper use of valuable NHS resources and a safer, more secure environment in which to deliver and receive care.

NHS Prevent aims to protect those who are vulnerable to exploitation from those who seek get people to support or commit acts of violence. It links in with the National Prevent Strategy which identifies 3 key objects and the NHS plays its part in.

2.2 HR52 – Standards of Business Conduct

The policy has been updated to include details of the Counter Fraud team and reference to the National Prevent Strategy and NHS Protect.

2.3 HR59 – Development and training support

By providing relevant learning and development opportunities, facilities and financial assistance, the Trust aims to ensure that all members of staff are in possession of the skills, knowledge and experience they need to perform their job effectively, respond to service developments and changing priorities of the modern NHS. This policy provides guidance to staff and managers regarding the support available to undertake development and training.

The updated policy includes an amendment of the process for monitoring compliance with the policy to include audit data in a Workforce/Education report to TNCC on an annual basis.