



*Caring is our passion... Compassion is our belief...*

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## **Whistle Blowing Policy**

Policy Number 25

Introduction

*Every NOA Healthcare Member or Employee has an ethical, moral and social duty to report an incident or concerns they have regarding the care or wellbeing of any individual or the way in which resources are procured or employed. Examples of which are:-*

*Contravention of NMC/HPC codes of Professional Conduct;*

*Contravention of NOA Healthcare Policies or Procedures;*

*Against the Law; Abuse of Clients or Service Users;*

*A Health and Safety Hazard; Damaging to the Environment;*

*Misuse of Public Money; Corrupt or Unethical Conduct:*

Policy

*Concerns may be addressed to any member of the NOA Healthcare team. All concerns will be treated in confidence and every effort will be made to protect identity, if that is requested. Occasions can arise when either a statement or witness evidence will be required, compromising identity, but necessary to adequately deal with the concern.*

*NOA Healthcare will endeavour to support the Whistle Blowers in their quest for a satisfactory outcome.*

Policy Origin

*In House Policy.*

References

*Public Interest Disclosure Act 1998*

*In House Policy and Procedure Allegations and Complaints*

*In House Policy and Procedure Disciplinary and Grievance*

Date Policy Active.

*To be determined once verified by the management group.*

Review Date.

*12 months after verification.*

Quality Assurance Reference

*POL/ 25/14*