

Whistleblowers' Support Scheme

The NHS Whistleblowers' Support Scheme was developed to support NHS workers who can demonstrate they are having difficulty finding suitable employment in the NHS as a result of raising a concern in the public interest. It is open to all NHS workers, past or current, who meet the eligibility criteria, including workers at all pay band levels and of all professional clinical and non-clinical backgrounds.

To apply for the scheme:

- check you meet the eligibility criteria
- complete this form (updated March 2021)
- send it to us with supporting evidence and the equalities monitoring form to nhsi.wbss@improvement.nhs.uk

In accordance with the Equality Act 2010, we ask you to complete an equalities monitoring information form so that we can ensure the scheme provides equal opportunities and does not discriminate. This equalities form will only be linked to your application form for analysis purposes. It will not be shared with the panel. Your application will not be affected if you decide not to share some or all of your equalities monitoring information.

If you have problems completing the form or need a printed copy, please contact the scheme manager on nhsi.wbss@improvement.nhs.uk. If you cannot submit your form electronically, we will accept hard copies by secure post to, scheme manager, Whistleblowers' Support Scheme, NHS England and NHS Improvement, 5th Floor, Skipton House, 80 London Road, London SE1 6LH. We suggest you also keep a hard copy for yourself.

Once we have received your application we will send an acknowledgement of receipt within five working days. We will check the form is complete and accompanied by the appropriate evidence. Your application will then be reviewed by the scheme managers and we may approve it ourselves or refer it to a panel for a decision.

Our guide has more information about the NHS Whistleblowers' Support Scheme.

Section 1: Personal details

We require this information to contact you about your application. It will be stored securely and confidentially and most of it will only be seen by the scheme manager.

If your application is referred to a panel, panel members will see information that will allow them to assess your eligibility for the scheme; they will not see your personal contact information. If you are accepted on to the scheme, the items marked with an * will be shared with the company that we have commissioned to deliver the scheme, Working Transitions, to allow them to contact you, but they will not see other information from your application.

There is more information about how your information will be stored in the guide to the scheme.

Title

Surname/family name*

First name*

Middle name

Address

Postcode*

Preferred contact telephone/mobile number*

Preferred email address*

Section 2: Eligibility

The name of the organisation you are/were working for when you raised a concern in the public interest



Your job title and pay band/grade Please indicate whether you were working in primary/secondary/community care/other at the time of raising concerns.

Please confirm your employment status at the time you raised the concern

- Agency worker
- Bank worker
- Locum
- NHS employee
- Student on placement
- Trainee
- Working for the NHS as a contractor
- Other, please specify below

Are you currently employed?

Yes No

If yes, please provide the name of the organisation:

Name of the organisation you raised the concern (if different), including any organisation you escalated the issue to and date



Describe the concern you raised and how this potentially impacted on safety, posed a risk or presented as malpractice or wrongdoing in the public interest

Please provide an overview of the chronology of events, starting from the date you raised concerns. Include events relating to any detriment you suffered as a result of raising concerns. Examples of events might include raising concerns, performance or misconduct discussions, dismissal, employment tribunal applications and hearings.

Date	Summary of the event	Evidence description	Evidence reference (please list the number and title of each document)

Please continue on a separate sheet if necessary.

Section 3: Performance was sound before raising concerns

One criterion of the scheme is that there were no significant concerns in relation to your conduct and capability at work before you raised concerns. Please note after you submit your application we will also contact you to ask for your permission to verify this information with your previous employer. We also may ask for information to verify your previous grade, such as asking for a previous payslip.

Please note we will only contact your employer with your permission, however the panel will need to see evidence of verification of prior performance to assess your eligibility for the scheme.

Please provide a summary statement demonstrating how your work performance was sound in the two years prior to the date you raised concerns.

Summarise in no more than 250 words or as bullet points below:

Example evidence checklist:	Submitted evidence Please list the number and title of each document
Information to support previous work history: appraisal/performance development reviews 360-degree feedback revalidation submission references from any relevant managers about quality of work	
Information held electronically, eg key stage framework (KSF), electronic staff record (ESR), appraisal system	
Other evidence submitted: Please describe below	

Please describe any concerns raised with you in relation to conduct and capability at work during the two years prior to the date you first raised concerns. Please provide dates and details. If there were no concerns please note NONE.

Date	Issue/concern and outcome

In the 2-year period before the date you first raised concerns, were any concerns raised in the following areas?

	Yes	No
Safeguarding	<input type="checkbox"/>	<input type="checkbox"/>
Restrictions/conditions as a result of performers lists decision panel	<input type="checkbox"/>	<input type="checkbox"/>
Revalidation issues	<input type="checkbox"/>	<input type="checkbox"/>
Restrictions/conditions regarding medical or professional registration	<input type="checkbox"/>	<input type="checkbox"/>
Grievances against you	<input type="checkbox"/>	<input type="checkbox"/>
Investigations involving you	<input type="checkbox"/>	<input type="checkbox"/>

Section 4: Difficulty staying in or finding suitable employment since raising concerns in the public interest

To be eligible for the scheme you need to demonstrate you have had difficulty finding suitable employment since raising concerns in the public interest.

Please describe what you have done to seek employment. Include dates, the jobs you applied for and the difficulties you have experienced. If you can, please provide explanations regarding the difficulties you experienced.

What is your current employment status?

Example evidence checklist:	Evidence submitted		Submitted evidence Please list the number and title of each document
	Yes	No	

Job rejection letter/email	<input type="checkbox"/>	<input type="checkbox"/>	
References	<input type="checkbox"/>	<input type="checkbox"/>	
Other evidence submitted - please describe below:	<input type="checkbox"/>	<input type="checkbox"/>	

Section 5: Contacting someone else for evidence

We recognise that some people may have difficulty providing evidence to support their application. If you are unable to provide sufficient evidence and you would like us to contact someone to request evidence, please provide their contact details.

The information from these tables will be copied and pasted into an email to the contact requesting the information that you are asking us to collect on your behalf.

Contact 1

Title

Surname/Family name

First name

Relationship

Employer name

Job title

Contact phone no

Email

Please describe the evidence that you would like us to request on your behalf

I authorise the scheme manager to contact this person (by completing this box you are giving an electronic signature)

Signature

Date

Contact 2

Title

Surname/Family name

First name

Relationship

Employer name

Job title

Contact phone no

Email

Please describe the evidence that you would like us to request on your behalf

I authorise the scheme manager to contact this person (by completing this box you are giving an electronic signature)

Signature

Date

Section 6: Membership of professional bodies (if applicable)

Name in which you are registered with a professional body (if applicable)

Please enter the relevant details below:

Professional body	Membership or registration type	Membership/registration number	Expiry/renewal date

Are you currently the subject of a fitness to practise investigation or proceedings by a licensing or regulatory body in the UK or in any other country?

Yes No

Have you been removed from the register or have conditions been made on your registration by a fitness to practise meeting or licensing or regulatory body in the UK or in any other country?

Yes No

If applicable, please provide details of any conditions/restrictions you may have

Section 7: Eligible to work in the UK

To be eligible for the scheme, you need to demonstrate that you are eligible to work in the UK and have are no criminal convictions that might make you unsuitable for employment.

Are you a United Kingdom (UK), European Community (EC) or European Economic Area (EEA) national?

Yes No

If you answered 'No' above, you must answer these questions:

Please select the category that relates to your current immigration status.

Highly skilled migrant programme/tier 1 <input type="checkbox"/>	Indefinite leave to remain/enter <input type="checkbox"/>
Work permit/tier 2 <input type="checkbox"/>	Dependant/spouse visa <input type="checkbox"/>
Clinical attachment visa <input type="checkbox"/>	Tier 4 student <input type="checkbox"/>
Visitor <input type="checkbox"/>	Postgraduate doctors and dentists <input type="checkbox"/>
Tier 5 Temporary workers <input type="checkbox"/>	Tier 5 Youth mobility/working holiday visa <input type="checkbox"/>
Refugee <input type="checkbox"/>	Other, please specify below <input type="checkbox"/>

Please supply details of any visa currently held:

Visa No:

Start date:

Expiry date: Details of any restriction:

Does your visa have a condition restricting employment or occupation in the UK?

Yes No

Rehabilitation of Offenders Act 1974

The Rehabilitation of Offenders Act (as amended) helps rehabilitated ex-offenders back into work by allowing them not to declare criminal convictions after the rehabilitation period set by the Court has elapsed and the convictions become 'spent'. During the rehabilitation period, convictions are referred to as 'unspent' convictions and must be declared to employers.

The NHS aims to promote equality of opportunity and is committed to treating all applicants for positions fairly and on merit regardless of race, gender, marital status, religion or belief, disability, sexual orientation and age. The NHS undertakes not to discriminate unfairly against applicants on the basis of a criminal conviction or other information declared.

The Whistleblowers' Support Scheme may involve access to persons receiving health services, so your offer may be subject to a satisfactory criminal record check. Failure to reveal information relating to any convictions could lead to withdrawal of your place on the scheme.

Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and additional categories

Individuals applying for positions that involve 'regulated activity' are required to have an enhanced criminal record check and, where appropriate to the role, this check will also include any information which may be held against the barred lists for working with children and/or adults.

The full definition of 'regulated activity' is defined in the Safeguarding Vulnerable Groups Act 2006, as amended by the Protection of Freedoms Act 2012 which came into force on 10 September 2012.

Are you currently bound over or do you have any current 'unspent' convictions or cautions issued by a court or court-martial in the United Kingdom or in any other country?

Yes No

If yes, please include details of the order binding you over and/or nature of the offence, the penalty, sentence or order of the court, and the date and place of the court hearing. Please note: you don't need to tell us about parking offences.

Are you currently bound by any barring decision made by the Independent Safeguarding Authority (ISA) from working with children?

Yes No

Are you currently bound by any barring decision made by the Independent Safeguarding Authority (ISA) from working with vulnerable adults?

Yes No

Please provide details of any current investigations which might affect the kind of employment you will be/are looking for

Section 8: Looking for work in England

The scheme supports eligible whistleblowers to look for employment in England and also may support people who are still working in the NHS but have suffered a detriment.

I confirm that I am eligible to work in the UK

Yes No

I confirm that I am looking for employment in England

Yes No

Section 9: Disability

The Equality Act protects people with disabilities from unlawful discrimination. The Act defines a disabled person as someone who has a physical or mental impairment which has a substantial and adverse long-term effect on his or her abilities to carry out normal day-to-day activities.

Do you have a disability which is relevant to your participation on this scheme?

Yes No

If yes, please let us know if there are any adjustments you would like us to consider to make the scheme accessible for you. Please contact the scheme manager to discuss this if you are unsure.

Section 10: Support to remain in or get back into employment

The Whistleblowers' Support Scheme provides a tailored package of training, support and advice to help individuals to develop their skills and confidence, to return to suitable employment in the NHS or social care and improve your wellbeing if required. This could include career coaching, advice, resilience training, CV writing and interview skills practice. If you are in employment, the aim is to support you to remain in employment.

If, while you are on the scheme, you decide you would prefer to work outside the NHS or social care, we can offer support which may be limited to three coaching sessions and action planning.

Please tell us how you hope to benefit from the scheme.

██████████

Please tell us about the support you think you need from the scheme.

For example: coaching, training, work placement, assistance with applications and interviews.

██████████

If you know, please summarise in no more than 250 words or as bullet points below:

What kind of work are you looking for?

██████████

Please indicate/outline if there is anything that would prevent you from attending support sessions over the next three months.

██████████

Section 12 Declaration

The information in this form and attachments is true, accurate and complete.

I agree that any deliberate omission, falsification or misrepresentation in the application form will be grounds for rejecting this application or for removing me from the scheme.

Please note: The scheme manager may seek verification of the details on this application form from your current/previous employer and/or any organisation to which you have raised concerns in the public interest.

I consent to NHS England and NHS Improvement using and disclosing my personal data for the purposes of my application. I consent to NHS England and NHS Improvement contacting me to provide extra information in support of this application if required.

I agree to the above declaration.

Signature (by completing this box you are giving an electronic signature)

Name

Date

Please submit your application form, equalities form and supporting evidence to nhsi.wbss@improvement.nhs.uk

If you cannot submit your form electronically, we will accept hard copies by secure post to scheme manager, Whistleblowers' Support Scheme, NHS England and NHS Improvement, 5th floor, Skipton House, 80 London Road, London SE1 6LH. We suggest you keep a hard copy for yourself.

To help us with reaching the people who could benefit from this scheme, please can you tell us how you heard about it?

NHS England and NHS Improvement website Social media Word of mouth
Trade union NHS organisation Other (please specify)