

From Anonymous

I would like to describe my story not only from the position of myself but of the position of those who oppose, ignore or try to discredit you for their own personal reasons and agendas.

When you see wrongdoing in the street and act as a witness.

Report A crime that affects the community.

Inform your neighbor of suspicious characters hanging around their property

You are thanked and heralded as a good citizen. your bravery or diligence is commended by the authorities.

You are never called a whistleblower.

yet ,when You report a organisation, employer or any of the big beasts of wrongdoing and you are suddenly labelled a whistleblower. it gives everyone the impression and belief you are a snitch, sneak, someone who is disloyal. not one of the team

you adopt the persona of the kid who used to tell teacher that someone tugged your hair in the dinner line. you cant be trusted. you are putting everyone at risk.

This is the story peddled by the bully, sadly everyone falls into line.

The term Whistleblower says from the very start, you're on your own.

Whistleblower is a modern term that places the focus on the complainant, not the wrongdoer.

A company **none compliance policy**, which is the same thing puts the focus on where the blame really lies. and where the investigation should look for answers.

Stand at the gates of your employers premises and see abuse or wrongdoing in the street and even your employers say call the police. a system kicks in which is immediate in regards to interviewing, statements and evidence.

Step inside your workplace and see the same crime on site and you're told to report to your management first. and then there is an uncomfortable pause, that drags on and on.

Its no longer a crime to the real world, it's an employment issue.

There are discussions going on behind the scenes, and you are greeted with fake smiles, with desire to speak about everything but your concerns.

The wagons are about to be circled.

The clique of the workplace is about to show its true and powerful colours

The veracity of how your about to be attacked and destroyed depends on how high up in the staffing structure the blame goes.

The defence and truth from all levels will be discovered through investigation.

Lower staff

blame supervisors for staffing levels, lack of resources and the unreasonable pressure to achieve results.

Some did report but were ignored. others who carried out the crimes fall back on blaming the bosses

Supervisors

Only defence is they are under instruction from management to enforce subordinates duties and can't make a silk purse from a sow's ear.

Management

Claim they are being given not enough funding by the directors to carry out the work required.

Directors

Claim they have a responsibility to maximise profits.investigation shows many have no experience or expertise in the minimum requirements to run the operation.

Owners

Only knowledge and participation in the particular branch of the organisation is to check the bottom line on the statement every quarter.

Their desire to maximise profits is passed on to the directors.

Any profit drop will be clawed back from one area above all others.staffing and patient care.

The scramble to justify and protect all management salaries ensues.

Which explains how poor patient care developed in the first place.

This is how a complaint of poor patient care can make the powers very nervous.possible reputations,salaries media exposure,careers and financial turnover is at threat,if this report is acted on or exposed.

Alternatively

You can destroy those who raised the concern and it all goes away.

This requires collusion,lies,retaliation and remaining silent of the truth.job done.

It becomes a house of cards surrounded by a airtight dome.

Mother is going to mark her own child's homework and she will close down any attempt to discover why she gave an A plus

You know it requires a small gust of wind to bring the lot tumbling down,but you are about to discover those organisations who are given legal responsibility for exposing these criminal activities are either negligent,ineffective or regard you as an irritant.

The system is designed to create maximum frustration to you and minimum involvement from them.

there is nothing anyone can do,but there is always someone else you should be contacting

You contact someone else who provides the same advice and your passed round from the CQC to safeguarding to health ombudsmen,unions,CCGs and ACAS.

There's no interest,help,or desire to even see the evidence you have.

In most cases you are expected to go through this whole humiliation process before taking to court for justice for you and patients.

Its designed to make you give up or walk away.

If this pantomime happened in the real world.no one would be prosecuted,exposed or held accountable.

The system of policing yourself is medieval and was found to be unbalanced, corrupt and unreliable centuries ago,

And yet governments allow companies to act in this way for one reason.self preservation.

You will be sacked for not speaking up

You will be destroyed if you do so..what a system

My stories stretch over several years and involve 2 employers. I never knew of whistleblowing or PIDA when it all began,

I do now

My 1st raising concerns experience came in the lucrative world of NHS clinical care direct payments.

Run by a private agency provider. It became very clear they knew nothing about anything in clinical care.

There was no management, no mandatory training, no meetings and no site visits from any member of the company.

In short you were on your own

I raised concerns about patient safety..they were ignored.

Trusted friends of the management were sent to work with the staff, their role was to be the company's eyes and ears, my ten years of experience was not worthy of a phone call to discuss life and death situations but communication with trusted friends was maintained on a daily basis.

My and other's cards had been marked, one by one experienced colleagues were accused of something trivial and left the organisation.

I was informed by one rogue employee, this is how they get rid of you. If that fails they can drive you away by making life a misery.

I adopted a tactic of copying everyone into my concerns so they couldn't bury them and me at the same time..

Highly paid freelance health professionals who were employed to monitor agreed with all the concerns I made, but never challenged the company for their non-compliance.

Trusted staff started turning up for work straight from the pub tipsy.

The lunatics had finally taken over the asylum.

Nutrients were not given to patients. MARS charts not filled in. Daily bathing of patients had stopped, contaminated and out of date meds were administered, the list went on.

People who previously complained, stopped. I continued the fight alone.

Time and knowledge helps you understand why this situation arises.

Private companies are tendering for contracts they have no business running.

They take a punt they are attempting to dip their toe in the big league of care packages running into hundreds of thousands of pounds.

And council's award them the contract. The incompetence at all levels is negligent, suspicious and has no patient care at the centre of this fiasco.

The leader of the council informs me at a much later date that the contract was awarded after a tendering process in compliance with EU procurement laws.

I inform the council leader as the care provider had no experience. How did they complete their submittal form for tender.

I ask why tendering process staff are in party photos with the new provider prior to awarding contract.

I'm still waiting for answers.

I was eventually suspended for bullying by email and in person .for raising concerns.

I was accused by trusted friends of manager and the manager decided to complain.

The set up is underway

The head of HR inform me they are investigating,,i tell them to book out the afternoon as i have plenty to say,

I invite the union to the meeting.they refuse to come at 1st.i smell a massive rat and insist they turn up.

The investigator tells me my emails of my concerns upset certain staff members and they felt bullied.

When i explain the concerns raised would of been brought up at staff meetings if the company had bothered to have one.the investigator decided to refrain from this tactic.

I asked when i bullied someone in person.there was no response.more lies

I then provided a series of emails that demolished the evidence against me.after nearly 2 hours i was on a roll.i was able to show my accusers were lying and the manager was negligent in CQC compliance

The hr manager decided to halt proceedings.i informed i will be providing multiple evidence of non compliance by email over the coming hours.some of which even the investigator was copied into months before.

There was no note taker and i was to find out by chance many months later the investigator was also the head of compliance.

The meeting notes of a 2 hr meeting were reduced to a 5 minute read full of nonsense..i sent my own notes which were never acknowledged..

Believe it or not during this process i had a breakdown,it didn't matter if i was found guilty or not guilty.this was a setup and their plan B would come into play,,and it did.

48 hrs later i was found not guilty but was accused of having poor communication skills.

The lies,collusions and cover ups which took place in order to get me fired were the result of my poor communication.

None of my concerns was adressed.no one investigated or safeguarding informed as per the rules.

I must stress that my union and the head of HR were aware of the whistleblowing and PIDA laws at this stage.i wasn't.and wasn't for along time as my employer refused to provide me with my policies and procedures.

My union rep was not on their 1st case,they were a branch secretary.

The investigator/compliance officer and my co workers were covering and lying for the manager.

It was suggested i should move to another position with a 30% wage cut,a different contract that would allow the company to employ me anywhere anytime in a 150 mile radius.and a position i would be trained to do with a 3 hour induction.

This is how they get rid of you by making work life untenable...no thanks to that offer.

At the same time my accusers were given promotions and given my hours as overtime.

The manager was given a new company car.

I wasn't supposed to find this out..the psychological sense of injustice mixed with a breakdown takes you to a place of darkness.

All you can do is bluff it and keep fighting,

The union have said nothing.they have assured you they believe you have been set up and will seek advice from the regional officer.and get back

This is union code for saying this should go to tribunal and they need the authorisation for legal finance.

1 month turns into 2..and no union.you start to smell a rat,they are not interested, You email them with all your evidence as they have never asked for it and it's been 4 months.

You receive an email to ask you to stop sending them evidence,they have no time to deal with it.

This is confirmation they don't want to spend money on legal assistance and a tactic to say at a later date they weren't aware of your concerns.

They are not allowed to ignore and have to inform the authorities if they come into contact with your concerns.

I inform the union the investigator is the head of compliance and had a conflict of interest investigating non compliance issues,

The union said they never had a problem with this as it's a problem for smaller companies to find someone who is truly independent to investigate..this small company employs 500 people.

My paid ally was now my enemy.any quest for justice will be thwarted on 2 fronts from now on.

I am sent to occupational health.my employer can't find anyone to do it so i search and find one for them.

The doctor listens to the events of the past 7 months puts her pen down and tells me to forget the time and keep explaining what i've seen.

They inform i had been badly advised and this should of been sorted out months ago.

The report advises my health will only improve if my concerns are addressed.

The union are not happy.they feel it would be unfair to subject the investigator to these concerns as they may not be able to answer...tough..that's what i want and live a occupational health report that allows me to ask.

At the meeting my union attack me on the investigators behalf saying they have given me a fair process and found me not guilty...what's the problem?

Oh dear,the union really are desperate now to make this case go away.

I persevere with the investigator.

I produce a folder of evidence and start asking questions about poor patient care,law breaking and lies.

After the second question the investigator decides they will no longer answer any questions.i point her to the occupational health recommendations and the investigator refuses to talk and decides to leave.

This means take me to court if you want any answers,otherwise get lost.

Im ahead of the game and tell the union to put my case to the legal team..i provide them with my evidence and await contact from the lawyers

48 hours later my case is not given to the lawyer as the union believe i have no case.

This is union code for not not wanting to spend money on helping..nothing to do with reviewing case files,

I'm done with the lot of them.

Still PIDA is not mentioned and i'm still to learn about
Time for a new job and a word with the cqc and my mp about past events.
I spoke to a cqc rep for 2 hrs, provided evidence and was assured these issues were serious.
I never heard a thing
6 months later my MP chased it up and informed me the CQC found appropriate
investigations had taken place. given i was on the scene they must of employed the invisible
man to investigate.
The local authority report to me there are no issues to investigate and most of my concerns
are historical and out of date.
Everyone is speaking in different tongues, contradicting one another
You may notice the minimum of words used by the CQC to answer.
They don't want to elaborate.
This is A familiar tactic used by safeguarding, health boards, ccgs and councils. it smacks of
legal advice given to deal with your concerns which may point to their bad behaviour.
This is not about patient safety. this is about protecting institutions and their system which a
financial big beast that can't fail.
Any challenges have to be crushed and dismissed.
You're in the wilderness now. you've had your process and your concerns and the concerns
of others don't even spark a minimum of interest or confirmation.
At no point are you told your concerns are invalid. everyone just refuse to engage with the
subject matter..
Personally you are in a position of total mental exhaustion. financially you are
finished, relationships are dying around you and the pills are no longer working.

Employer number 2

I am employed by a company who wants me to work with there client in a nursing home.
You get the job through the integrity you've shown previously. you're the type of person they
want for their clients.
The patient is earmarked to go home within a few months and a staffing structure and
system put in place .
There is a massive budget involved. i discover the nursing home don't want this to happen
and believe the patient should stay under their care.
I sign the policies and procedures and take a interest in this law called PIDA.
My employer says they are in charge of all issues regarding policies and procedures but
asks me to sign a contract that says my employer is the court of protection
I smell trouble ahead. but i need the job
The nursing home owners is one of this country's big beasts.
They work to make profit, and there product is healthcare. their priorities come in this order.

carers regard not changing a incompetence pad on a patient saving £2 by adopting a
maximum quota of pads per patient as dangerous and stingy.
The owners multiply £2 by 1000 patients a day around the country and you've adopted a
new policy which has maximised profits to the tune of £700 000 a year.
Implement this kind of financial micromanaging to a series of costs ranging from the staffing
to the amount of oven chips given per patient and you can see the opportunities to make
money are endless.

Remember they have originally charged the taxpayer for services before they make cuts. They are in breach of their duty of care and financial promises to the authorities.

The authorities no what's going on but never properly review.

It's too much trouble or they have other stuff going on and are understaffed.the circle of incompetence is complete and the seeds of poor patient care are sown.

Any reasons for high staff turnover or patients suffering can be traced back to those who run,own and monitor these institutions.

Any investigation into this must be crushed and the source of the investigation,destroyed.it's not enough to remove a person who raises concerns from the premises.they have a duty to remove you from the industry.

And the pantomime starts.

I see negligent care given by carers and nurses from day 1

Carers work hard but are at times fighting a losing battle.some reveal the animosity between nurses and themselves as nurses only step into action over clinical issues.

Weekend staffing rotas are dire and at times nurses are nowhere to be found even though they provide lifesaving care.

Medications are given at different times,care plans are ignored,care provided does not follow NHS guidelines which i carry in my briefcase.the list of issues which are sackable offences.

I work alone.

The animosity from the nursing staff is strange.they don't speak to you.they inform you your not aloud to do anything with the patient.you are sent to coventry.

The silence speaks a thousand words.

The home manager walks past me on numerous occasions and says nothing.

I have no choice but to raise serious concerns with my manager.who informs they will ask the nursing home to investigate them.

I am in the firing line and the retaliation is not far off.i know how this all ends.i inform my manager of PIDA laws

They refuted my concerns without investigation.admitted the animosity towards me i discover meeting notes which minute the nursing homes wishes to not have me at the home.

My manager explains to me staff will be spoken too about my concerns but it's up to everyone to get on.

The atmosphere is now at dangerous levels.wards are now overstaffed.equipment is cleaned within an inch of its life and levels of medical consumables are now over stocked on wards.

They Are getting their house in order.

Something is imminent.and i'm pretty certain it will involve me.

7 days after a non investigation i walk into work to find my patient in distress.i can hear this from afar.so can the ward staff sat having a hand over meeting.i find the patient lying in their own feces.

Im not aloud to do anything so i walk into the staffroom of people and ask them to do something.

If looks could kill,i'd be dead.im past caring.i just want them to do their job.

A nurse attends the patent to give life saving care.i am ignored.

They are about to walk away.i ask about the pad change and am told they are having their meeting and i will have to wait.

Seeing the error in that statement i'm suddenly told the patient has already had a pad change earlier on in the night.as if this justifies anything.

An uneasy day is spent soul searching.8 hours later i am informed by the nursing home of 2 allegations of sleeping on duty.that day.

It should be noted, legally 1 allegation without evidence will be dismissed due to a lack of evidence.

2 allegations allows an employer to dismiss you on the balance of probabilities.

I ask for the witness statements,im refused to see them.

I ask why they haven't contacted my employers to investigate,and they ask me to leave the premises.

My manager has heard nothing when i call.they can read between the lines on this situation,which was great comfort

Im informed 2 days later that the court of protection and my manager have seen the statements which were not convincing and due to what had happened they had been contacting other hospitals to rehouse the patient.they couldn't find anywhere.

They asked would i go back to the nursing home,i say not until the allegations are investigated.

They now have a dilemma.

Back me and risk the nursing home telling them and the patient to vacate the premises within 30 days.which means back to a NHS hospital and everyone is now out of pocket.

Or

Throw me to the wolves and everything goes back to normal including the patient's poor care.

I know how this story ends.

I inform my company i have made protected disclosures and protected by PIDA.this is retaliation and their actions so far backs up my concerns.

It goes silent,,1 day runs into 5 with no information.

I inform my union of what's happened and i'm told to not go back to work until investigation is complete.im a sitting duck with a bullseye on my back.

9 days later i am fired on the balance of probabilities that my accusers speak the truth.

I am told i refused to go back to work and not passed my probation even though i have evidence of my management championing my actions.

My union refuse to help and tell me to find a different career as the care industry is populated by people who accuse one another.they tell me they don't know anything about protective disclosures..incredible

I complain and am offered another rep.confirmation my complaint is valid.

I request someone from another branch.iam offered the close colleague of the rep i complained about.it's a take it or leave it deal.

i'm on my own again.im about to be given a process but no support.only the illusion.

My management refuse to give me witness statements or my policies and procedures and eventually tell me they can not speak to me anymore on the orders of the court of protection.

The fact they are employed to be in charge of proceedings seems to be lost on them.

The court of protection refuse to respond to me. i appeal on whistleblowing grounds and the information starts to come through including my written concerns,no appeal was offered in

my termination letter.a big no no for gross misconduct dismissals regardless of probation purposes.

I spend days and nights dismantling the shoddy evidence i'm faced with.

I've got my notes,and i've got my questions for the investigator to answer,i'm ready to go.

The stress of all this is mindblowing,your a heart attack waiting to happen.you keep going as you don't wish to give these people the satisfaction of dropping dead.

It's a kangaroo court

The lies collusions and unbelievable scenarios that come back at you are a insult to everyone's intelligence.

This is done to protect their original decision not to investigate.a verdict in my favour means massive questions for everyone concerned

An investigation of me soon turns into my investigation of all concerned.

I know this game from way back.people are going deaf and dumb and others are going to speak nonsense to defend themselves.

The only justice will come at a tribunal,and i'm happy for the evidence to be judged independently.

My appeal is rejected and am even told my employer never knew of my concerns of poor patient care.this, after sending them to me prior to investigation.

My union reject my case on the grounds of not having 2 years service.

When i tell them it's a whistleblowing case they don't respond.

At the same time i am sent a letter from the union to say my complaint into their rep who refused me support had been rejected.

The stitch up is complete.

Several Weeks earlier i had contacted safeguarding with my concerns.

They told me its an employment matter and to contact acas.

I provided more info

They refused to investigate as i couldn't provide the date of birth of patients.

I spoke to the CQC for 2 hours who informed me this policy is a lie.

They can't be bothered to investigate.

I send more explicit evidence of poor patient care.

They set up an alert and ask to call me to interview..i never hear from them

I contact CQC and provide them with all my evidence,

They assure me i will be spoken too by safeguarding.i wasn't

They inform me the nursing home and employers would be expected to report these concerns,valid or not.they did not.

Weeks go by and i get a call from safeguarding to say they have found safeguarding issues.they won't say anything else.

I contact CQC who said they were not invited to be part of any investigation and have written their own report of their findings based on my interviews,evidence and their conclusions.

The CQC rep is mysteriously removed from their position.to another district.

My employer tells me they were given the report about my concerns and it said there were no issues found..there are lies taking place here.

I ask safeguarding how my employer know my identity over my concerns.they tell me they must of guessed.

I ask the leader of the council to look into.who tell me a multi agency investigation took place were my concerns were dismissed on the balance of probabilities.

Why weren't CQC involved?i've yet to receive an answer

This is a mess and a cover up.with a vulnerable patient at the heart of things.

I call the health ombudsman who refuses to investigate the above behaviours of the council safeguarding team on the basis of i am not a relative of the patients involved.they advise speaking to the CQC

I contact jeremy hunt as a prescribed person of the failure of PIDA...Never heard back.

Along the way i have contacted a range of organisations on the above

Public concern at work...they can't speak on legal issues but can offer advice on process.

They advise speaking to NHS helpline or acas

NHS whistleblowers helpline...they advise i speak to acas and PCW

ACAS...advised calling public concern at work

No win no fee solicitor...£300 fee for review of case..£1200 tribunal fees with solicitors fees to be added to that.

I thought it was no win no fee...sorry pal ,not in whistleblowing cases.

I was sleeping in a car eating pot noodles at the time.so i will have to get back to you.hopefully within the 3 month timescale to legally bring a case to court.

Another ridiculous law that allows organisations to mess you around,

you find yourself unemployable,your conviction follows you round like a bad smell.

Life as you knew it will never be the same.your medication has been upped.

You wake up to find you have been sanctioned by the department of work and pensions because they've discovered you can touch the end of your nose with your finger.

No matter how hard you look there is no jobs requiring nose touching.

All colleagues are now aware of the penalty for speaking out,therefore :PIDA and its promotion of raising concerns of poor patient care has failed.

Please support edna's law

PIDA is redundant as it's a law that cannot be enforced

