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Resident Doctor Hub	^	( <a href="https://leademployer.merseywestlancs.nhs.uk/doctor-hub">https://leademployer.merseywestlancs.nhs.uk/doctor-hub</a> )
Resident Doctor Pre-employment Hub	∨	( <a href="https://leademployer.merseywestlancs.nhs.uk/new-trainees">https://leademployer.merseywestlancs.nhs.uk/new-trainees</a> )
Resident Doctor Employee Hub	^	( <a href="https://leademployer.merseywestlancs.nhs.uk/doctor-employee-hub">https://leademployer.merseywestlancs.nhs.uk/doctor-employee-hub</a> )
Absence Support	∨	( <a href="https://leademployer.merseywestlancs.nhs.uk/absence-support">https://leademployer.merseywestlancs.nhs.uk/absence-support</a> )
Annual Leave Calculator		( <a href="https://leademployer.merseywestlancs.nhs.uk/annual-leave-calculator-resident-doctor">https://leademployer.merseywestlancs.nhs.uk/annual-leave-calculator-resident-doctor</a> )
Becoming a Local Negotiating Committee Representative		( <a href="https://leademployer.merseywestlancs.nhs.uk/becoming-a-local-negotiating-committee-representative">https://leademployer.merseywestlancs.nhs.uk/becoming-a-local-negotiating-committee-representative</a> )
Confirmation of Employment		( <a href="https://leademployer.merseywestlancs.nhs.uk/confirmation-of-employment">https://leademployer.merseywestlancs.nhs.uk/confirmation-of-employment</a> )
Colleague-in-Training Self-Service on ESR		( <a href="https://leademployer.merseywestlancs.nhs.uk/colleague-in-training-self-service-on-esr">https://leademployer.merseywestlancs.nhs.uk/colleague-in-training-self-service-on-esr</a> )
Disclosure & Barring Service (DBS) Rechecks		( <a href="https://leademployer.merseywestlancs.nhs.uk/disclosure--barring-service-dbs-rechecks">https://leademployer.merseywestlancs.nhs.uk/disclosure--barring-service-dbs-rechecks</a> )
End of Fixed Term Contract - Checklist		( <a href="https://leademployer.merseywestlancs.nhs.uk/end-of-fixed-term-contract---checklist-">https://leademployer.merseywestlancs.nhs.uk/end-of-fixed-term-contract---checklist-</a> )
Exception Reporting		( <a href="https://leademployer.merseywestlancs.nhs.uk/exception-reporting">https://leademployer.merseywestlancs.nhs.uk/exception-reporting</a> )
Expenses		( <a href="https://leademployer.merseywestlancs.nhs.uk/expenses-1">https://leademployer.merseywestlancs.nhs.uk/expenses-1</a> )
<b>Freedom to Speak Up</b>		<b>(<a href="https://leademployer.merseywestlancs.nhs.uk/freedom-to-speak-up">https://leademployer.merseywestlancs.nhs.uk/freedom-to-speak-up</a>)</b>
Guardians of Safe Working		( <a href="https://leademployer.merseywestlancs.nhs.uk/guardians-of-safe-working">https://leademployer.merseywestlancs.nhs.uk/guardians-of-safe-working</a> )
Home Electronics Scheme		( <a href="https://leademployer.merseywestlancs.nhs.uk/home-electronics-scheme-1">https://leademployer.merseywestlancs.nhs.uk/home-electronics-scheme-1</a> )
Industrial Action	∨	( <a href="https://leademployer.merseywestlancs.nhs.uk/industrial-action">https://leademployer.merseywestlancs.nhs.uk/industrial-action</a> )

## Freedom to Speak Up



## Raise a Concern, Freedom to Speak Up

We aim to ensure all our colleagues-in-training feel safe and confident to speak up. We are proud to promote an open culture, encouraging colleagues-in-training to speak out and raise concerns. We're committed to making sure any concerns you raise are heard and acted upon. If you are working in a trust or environment where local Freedom to Speak Up (FTSU) arrangements are already in place, you should always refer to these in the first instance. Where you have no local arrangements in place, you should follow the [MWL arrangements](https://leademployer.merseywestlancs.nhs.uk/media/MWL%20Freedom%20to%20Speak%20Up%20Poster%20FINAL%20-%20MAY%2025.pdf) (<https://leademployer.merseywestlancs.nhs.uk/media/MWL%20Freedom%20to%20Speak%20Up%20Poster%20FINAL%20-%20MAY%2025.pdf>). If you are unsure of your local FTSU Guardian(s), please visit the National Guardian website [here](https://nationalguardian.org.uk/speaking-up/find-my-ftsu-guardian/) (<https://nationalguardian.org.uk/speaking-up/find-my-ftsu-guardian/>).

It is important to emphasise that colleagues-in-training are not be penalised for raising concerns. Harassment or bullying of anyone raising a concern will not be tolerated. You can raise a concern anonymously by registering with 'speak in confidence' at [www.speakinconfidence.com/sthk](http://www.speakinconfidence.com/sthk) (<http://www.speakinconfidence.com/sthk>)

Any concerns should always be raised about risk, malpractice or wrongdoing that you think could be of harm, such as:

- Unsafe patient care
- Unsafe working conditions
- Inadequate induction or training for staff
- Lack of or poor response to a reported patient safety incident
- Suspicions of fraud
- A bullying culture