

Lunch and Learn: Speaking Up Support Scheme 2024

Answers to your questions during the webinar

Question	Answer
Would employees of an independent healthcare provider who offer NHS services and private services be eligible?	Our FAQ states the below: The scheme can be accessed by anyone who works in or has worked in NHS healthcare, including pharmacy, optometry and dentistry. This encompasses any healthcare professionals, non-clinical workers, receptionists, directors, managers, contractors, volunteers, students, trainees, junior doctors, locum, bank and agency workers, and former workers.
If the majority of referrals are staff who have experienced a formal HR process as well as a formal speak up concern? Are detrimental effects accepted if perceived by the staff member as well as actual? Do you apply 'reasonable efforts' by organisations to resolve before accepting applicants?	NHS criteria states that applicants must have followed a formal speaking up process, and the Speak Up Support Scheme will need to see evidence the reasonable attempts made to resolve matters. Please see Appendix A of the application form for type of evidence NHS require
Do processes/investigations need to be complete before applying please?	Ideally we would like processes to be completed but will accept if people have only received an outcome. To get the most from the scheme, participants need to be able to focus on the future and move forward. Emotionally, this will be difficult to do if they are awaiting the outcome of a process.
Does NHS England have something similar for Freedom to Speak Up Guardians?	The scheme is for all NHS workers this will include FTSUG
Is there a poster for advertising this year's scheme like last year please?	No – please use the scheme webpage to signpost people to NHS England » Speaking Up Support Scheme
How are those speaking up through other routes (not through a Guardian) offered this scheme?	NHS have offered the scheme and raised the profile of this via NHS England Bulletins to include:

	Healthcare leaders Chief People Officers Primary Care Staff Networks NGO have shared to their stakeholder list (over 3k people listed) We have also promoted on X (twitter)
Will this be considered as public funded support? Just for those who are on a Skilled Worker Visa.	This scheme is a benefit to staff, should they be eligible and selected for the scheme. No this will not be considered as public funded support.
Is there any support scheme for guardians?	They can apply to this scheme

Closing date for the applications is 4th March 2024. Places are limited and subject to [eligibility criteria](#).

Please contact england.speakingupscheme@nhs.net if you have any further questions.