

Whistleblowing & Leadership

Light Side of Things

Whistleblowers

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Goffin, R., & Trengold, C. (2002). Further legal protection needed for nurses who report poor practice?. British Journal of Community Nursing, 5(10), 27-28.

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Whistleblowing Through The Eyes Of A Whistle Blower Case Harvard Case Solution & Analysis



Questions for Discussion

1. How do you think the hospital's management should have handled the situation?
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Steps for Whistleblowing

1. Identify the problem or concern.
2. Gather evidence and document the problem.
3. Report the problem to your supervisor or manager.
4. If the problem is not resolved, report it to the appropriate authority.
5. Follow up on the report and provide any additional information as needed.

What is Whistleblowing?

Whistleblowing is the act of reporting or exposing wrongdoing, such as illegal or unethical practices, within an organization. Whistleblowers are individuals who report such wrongdoing to the public or to a regulatory agency.

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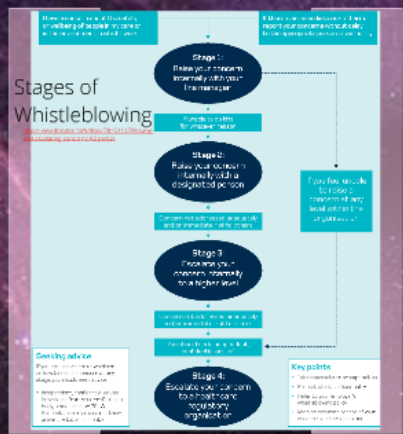
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Whistleblowing & Nursing

Nurses have the professional responsibility to identify and address unethical nursing practice occurring in their workplaces.

"Nurses question and intervene to address unsafe, non-compassionate, unethical or incompetent practice or conditions that interfere with their ability to provide safe, compassionate, competent and ethical care to those to whom they are providing care, and they support those who do the same" (CNA, 2008, pg. 41).



Some Questions

When is it necessary?

- Patient advocacy in risky situations (Hooper, 2011)
- Safety (Johnson et al, 2010)
- Non-supportive workplace (Johnson et al, 2010)
- "Morally troubling situations" (Hooper, 2011)

Why would I do it?

- Long-term frustration (Johnson et al, 2010)
- Voiced concerns going unaddressed (Johnson et al, 2010)
- Feeling unsafe (Johnson et al, 2010)

Whistleblowing and the Employer

Nurses often fear the act of whistleblowing due to an organizational stigma of being seen as a 'troublemaker' or 'complainer' (Hooper, 2011). Following the act of speaking out, nurses live in fear of poor treatment by the employer. Jackson et al. refer to the employer preference of a "culture of silence" where a blind eye is turned when unethical events are witnessed, and individuals who rock the boat face termination and other undesirable consequences (2010).



Whistleblowing

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Objectives for Learning

(What you should know)

- To define whistleblowing in the context of nursing
- To describe the importance of whistleblowing in the profession of nursing
- To link whistleblowing to nursing leadership
- To describe how whistleblowing in nursing facilitates positive change

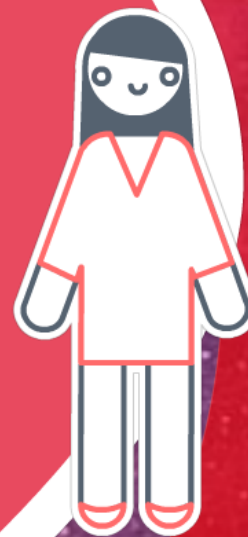
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Dictionary definition: whistleblower "an informant who exposes wrongdoing within an organization in the hope of stopping it" (WordNet, 2012); one who reveals wrongdoing within an organization to the public or to those in positions of authority (The Free Dictionary, 2013).

Nursing definition: the act of whistleblowing in nursing practice is seen when nurses disclose, to the authorities or the public, information regarding illegal, wrong, corrupt, or mismanaged nursing care (McIntosh et al., 2012).

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*Created by
Ellen & Kailee*



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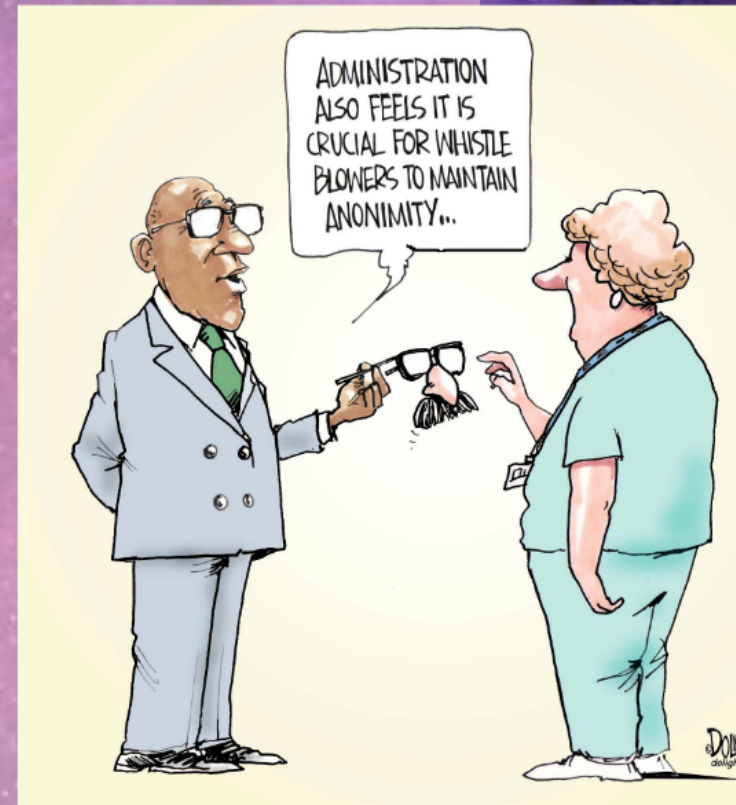
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