

Whistle Blower Policy

The Whistle Blower Policy provides protection to whistleblowers who make disclosures, and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

Ramsay Health Care is committed to achieving the highest possible standards of service to employees, patients, and stakeholders in accordance with the Ramsay Way values. Ramsay encourages staff to use all internal mechanisms to report misconduct or any illegal acts or omissions, which adversely affect the provision of high-quality care or harm the reputation of Ramsay Health Care.

Ramsay neither tolerates improper conduct by staff or Board members, nor the taking of reprisals against those who come forward to disclose such conduct.

Ramsay recognises the value of transparency and accountability in all administrative and management practices, and in the areas of service delivery and supports staff who make disclosures that reveal conduct involving a risk to patient, staff or public safety, dishonest or corrupt conduct, conduct involving a substantial mismanagement of Ramsay resources or damage to the environment.

Ramsay will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure.

Ramsay will also afford natural justice (such as providing details of the allegation, a right to respond and a fair hearing) to the person who is the subject of an investigation.

The Whistle Blower Procedure provides a clear process for receiving and managing issues or concerns and is to be applied in situations in which information on relevant concerns has been, is being, or is likely to be concealed.

