

The Whistle

FREEDOM TO CARE

November 2003

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Promoting public accountability - Protecting freedom of speech in the workplace

THE VERY FIRST ISSUE of *The Whistle* was published in January 1993. Since then, not including this one, there have been 20 further issues, all edited by Geoff Hunt, detailing the wide-ranging, important, voluntary work done by Freedom to Care members.

This work has included: championing a great many whistleblowing cases; lobbying for changes in the law; raising concerns about organisational corruption (in its myriad forms); and, generally helping to advance the empowerment of so-called 'ordinary' people to call organisations (including government) to account and to promote ethical working practices.

So, 10 years later, how have things changed? Not a lot, judging from the contents of this issue of *The Whistle*. There is still widespread unaccountable, unethical behaviour on the part of organisations or, more precisely, individuals supported by organisations, concerned to protect their 'own' by closing ranks and denying that there's a problem.

But, look again - counterpoised to that age-old culture is a new one: compared with even five years ago, people are now much more ready, willing and able to challenge perceived unethical behaviour and to demand accountability.

In such a culture, it seems increasingly anachronistic, as well as extremely patronizing to hear those in charge of the machinery of government - the politicians and an unaccountable civil service - still referring to themselves as an 'elite' and the rest of us as 'ordinary voters' or 'ordinary people' and even to refer to the general public as the 'government's people' (a phrase I heard used by Geoff Hoon, UK Secretary of State for 'Defence', in an interview before the invasion of Iraq). 'Politics' being understood in its broadest sense as the social distribution of the opportunities of (and for) life, surely we are all responsible and so, in truth, there is no justification for political or administrative 'elites'; at least, not in the sense of special categories of people who are uniquely qualified to decide how everybody else should live.

Encouragingly, political philosophers tell us we are now entering an era of 'citizen-based governance'. We shall see. In the meantime and in more elegant idiom, to quote the Hopi Indian advice on Freedom to Care's home page:

'It is time to speak your truth
Create your community
Be good to each other
And do not look outside yourself for the leader.'

In the spirit, hopefully, of that advice, the next issue of *The Whistle* will inaugurate two new projects, currently under development:

'The Active Citizen': a regular section in *The Whistle* containing news and views regarding active citizenship, to be linked to its own page on Freedom to Care's web site.

'The Freedom to Care Model of Organisational Accountability', against which it will be possible to judge the overall accountability (or otherwise) of individual organisations; perhaps eventually leading to an annual award for the best and the worst performing organisations.

Robert McGregor, Editor.

Membership subscriptions

Several years ago individual subscriptions were increased to £21, or £10 for students and others on low income. While most members are paying subscriptions at the current rates, there are still many members making standing order payments of £18 or other amounts. Some SO payments are for less than the reduced subscription rate of £10. Currently FtC's expenses consume the whole of the income, so it's important that the subscription income should be paid in full.

Members whose SOs are for less than the appropriate current rate are asked please to amend their SOs with effect from the next payment date. After this issue of *The Whistle* it will no longer be possible to continue the membership of those members who contribute less than the reduced rate of £10. Any such amounts received will be regarded as donations.

Dr David Kelly

Geoffrey Porter-Williams

The late Dr David Kelly was a UK government scientist and an expert in biological weapons who had served on the United Nations weapons inspection team in Iraq in the 1990s. He was involved in the drafting of the dossier that the UK Government published in September 2002 setting out its case for action against Iraq.

One of the claims in the dossier was that missiles carrying biological weapons could be ready for use within 45 minutes of the order being given. David Kelly and others involved with the dossier knew that this claim in the dossier was unreliable and that the Prime Minister in Parliament had made more of any immediate threat to British interests presented by Iraq's weapons programme than could be justified by the evidence.

Dr Kelly's duties included briefing the media. In May 2003 he spoke to two BBC reporters about his concerns regarding the September 2002 dossier. In a subsequent BBC radio broadcast it was reported that an unidentified intelligence source had said that the Government had exaggerated, in the September 2002 dossier, its case against Iraq.

People who seemed to be implicated by this broadcast attacked the BBC. Meanwhile the Civil Service searched for the whistleblower. David Kelly told his superiors that he might have been the BBC's source.

The Government announced that a middle ranking official had identified himself as the source of the BBC's story. *Playing down the status or knowledge of the whistleblower is a common response to whistleblowing.*

The media tried to find the name of the whistleblower. The Government's response was not to volunteer the information but to answer successive questions helpfully in a way that resulted in the correct identification of the name. The justification given for this approach was that it would clear anybody named who was innocent. *It used to be consistent Government policy not to release sensitive personal information and, if a person was named by a third party, to use the formula that the Government would not confirm or deny reports of that nature.*

David Kelly was interviewed several times, first in private and finally in a parliamentary committee in front of the television cameras. Threats that might

have been made or implied in the private interviews include possible prosecution or dismissal without the pension which was due one year later. Undoubtedly David Kelly found the parliamentary interview extremely uncomfortable and some of his replies seem to have been misleading. Two days later he was found dead, alone in a field. The pathologist reported that he had taken an overdose of pain killers and that his wrist was cut.

The Government established an independent enquiry under Lord Hutton. This enquiry has completed its hearings, which were held in public, but has yet to issue its report.

The hearings have exposed large amounts of evidence about the policy making process which normally would not have come to light for at least 25 years. There is strong evidence that intelligence was used to justify policy that was already decided rather than to inform policy making, and that Government statements were not factually justified.

As the terms of reference concern the circumstances surrounding David Kelly's death, the enquiry report may not cover all the questions raised by his case. Some of these questions are:

- When did the Government agree with the United States to invade Iraq?
- Was the Government sincere in trying, through the United Nations, to reach a settlement that would not necessarily have involved an invasion of Iraq?
- When Government statements were misleading, was this by mistake, or deliberate deception, and if so by whom?
- If Government statements were misleading by mistake, why were they not formally corrected shortly afterwards?
- Why was David Kelly's name revealed in advance of his appearance in front of the parliamentary committee?
- Was David Kelly put under pressure to mislead the parliamentary committee, and if so by whose decision?

Shortly before David Kelly's name was made public, journalists asked Freedom to Care whether he had asked us for help. We did not respond. *Freedom to Care will not, unless a member has requested publicity, confirm or deny suggestions that anybody is a member or has approached us about a case.*

Many members of Freedom to Care will understand all too well the pressures that will have tormented David Kelly both before and after he spoke to the BBC reporter.

Freedom to Care – Cases
Update: November 2003

This year we've seen some of the cases we've been supporting for several years at last making an impact through the Employment Tribunal and Appeals systems.

Collette Homer from Wrexham received a pension settlement and was reinstated after being sacked by Wrexham County Borough Council for "insubordination". A threatened libel action by Wrexham against Collette and Freedom to Care fizzled out after a firm response in writing by Robert McGregor, our Company Secretary.

Andy Taylor has at last got the Department for Environment, Food and Rural Affairs making tentative approaches to settle with him and has engaged the interest of Lord Livsey, our new patron, into what has been going on in DEFRA.

Bunny Pinnington, after six years of defeats in her struggle to get the system to recognise her unfair dismissal for refusing to delay the resuscitation of a child, has now had her right to appeal recognised.

Christina Giscombe was supported by Freedom to Care to a partial victory in the Employment Appeal Tribunal.

Pat Conneely has at last been offered a pension settlement and is now seeking to negotiate for the legal costs which she has incurred in her long battle with Coventry to recognise her whistleblowing on the likely grooming of children by a volunteer, who was also a police officer.

Andy Sutton, the former Chief Auditor of Flintshire County Council, has won his case at the Employment Tribunal and defeated the Council in their appeal; however, the Council is still looking for further routes of appeal, using public money of course, while Andy has laid out over £100,000 so far from his own and his family's resources.

After many delays, a whistleblower supported by Freedom to Care, who has been seeking a hearing for the evidence he has on the abuse of young people by professionals in Cardiff and South Wales, has been asked to make a statement to the Commissioner for Children's

Office in connection with their promised investigation.

The Employment Tribunal system may be getting more responsive but, sadly, what all the cases referred to in this update have in common is that ethical employees have lost their jobs - whatever recompense they may now be getting - and the bullying and malpractising organisations they worked for have succeeded in getting rid of them.

We have also given advice to a number of other people who have come to us - for example, a nurse in Manchester who criticised standards of care in her Trust and was then threatened with unjustifiable redundancy. Following our advice, she was reinstated in another part of the Trust. A librarian in mid Wales was offered the support of a Freedom to Care advocate to accompany her to a meeting with management after she criticised bullying by managers - finally, on our advice, she demanded, and was allocated, a different union representative to replace the unsatisfactory one who had acted for her before.

Also, we would like to note the role played by Freedom to Care member **Liz Davies** in ensuring that the appointment of Margaret Hodge as Minister for Children should include public scrutiny in the press of her past leadership of Islington: during her period in office, whistleblowing regarding the abuse of children in Islington's children's homes was suppressed. Perhaps one day the public will be told by whom and why. Perhaps not. We shall have to wait and see.

Chris Clode, National Coordinator

CloverCare

Chris Clode, National Coordinator of Freedom to Care, provides TRAINING for the handling of public concerns within social care through his consultancy, *CloverCare*. (*FtC and Clovercare are financially completely separate.*)

PO Box 78 Wrexham LL11 6ZD.
 Tel/minicom: +44) 01978-750583
 Fax: (+44) 01978-756851
 E-mail: clover.care@tesco.net

A 'CONSCIENCE CLAUSE' FOR WHISTLEBLOWING SCIENTISTS?

Geoff Hunt

The real brains behind the highly damaging activities of corporations and unaccountable government departments are often the unseen and unheard scientists, researchers and technicians working in laboratories and backrooms. For the most part they are silent; focussed on unravelling their tiny segment of physical reality. They have rarely considered the wider ethical and political context of their work. The sense of social responsibility of this worldwide army of scientists has always been rather low. But are things changing?

In the 1980s scientist-whistleblowers were very rare and reprisals were severe. To take one case from that period: **Hans Ulrich Hertel**, a food scientist, spoke out about his laboratory findings on the dangers of microwave ovens. Microwave manufacturers tried to silence him in court when they did not like this statement of his: "Food cooked or defrosted in a microwave oven causes changes in the blood indicative of a developing pathological process as is also found in a carcinoma [cancer]." Regardless of the fact that Hertel's statement was based on serious scientific work, and urgently requires further investigation, he was convicted under draconian Swiss unfair competition laws. A co-researcher, Bernard Blanc felt so intimidated by the manufacturers' threats, even fearing for the safety of his family, that he publicly dissociated himself from the research. Applications from researchers to examine the effects of human health of micro-waved food have been turned down by funders.

This year, the number of dissident scientists seems to have increased. To give a few examples: **Ian Ramshaw**, a virus researcher at Australian National University, has spoken out about U.S.A. government funded genetic engineering of a deadly mouse-pox virus. Ramshaw knows what he is talking about, since he was a member of a different team that had quite accidentally discovered how to make the mouse-pox more deadly. Ramshaw now says, "I have

great concern about doing this in a pox virus that can cross species."

Another scientific researcher, **D.A. Henderson**, has criticised a US Army research team's efforts to create a new strain of smallpox that infects monkeys. Although, as the one who led the smallpox eradication team, Henderson has a lot of influence, the US military-academic alliance are reluctant to listen to him.

Marek Zakrzewsky, a former employee of drug company Purdue Pharma of Connecticut, USA, is claiming that concerns he raised with the company about its painkiller 'OxyContin' were ignored. Many patients are now addicted to the drug, and lawsuits are being filed. Zakrzewsky says he had warned the company of the addictive potential.

Nikki Tinsley, an inspector with the US Environmental Protection Agency, has revealed that the White House pressured the agency to make unfounded but reassuring statements about the safety of the New York air following the World Trade Centre destruction. In fact, the ruins of the WTC released poisonous gases for at least six weeks.

Freedom to Care has been concerned about protecting whistleblowing scientists since its foundation. It defended Leeds whistleblowing biochemist, Dr Chris Chapman, for several years. In December 1997, FtC announced in *The Whistle* that, together with Whistleblowers Australia, it had framed an amendment to the Convention of the International Labour Organisation (ILO). This amendment, drafted by FtC patron John Hendy QC, prohibits discriminatory behaviour against employees for raising public concerns. The amendment is to be found on our website:

www.freedomtocare.org/page55.htm.

Now the call for such an amendment has been taken up by other NGOs, with special reference to scientists and researchers. FtC founder, Prof. Geoff Hunt, represented FtC at a 'Conscience Clause Conference' at the ILO building, Geneva on 25-26th September 2003. The Association for the Promotion of Scientific Accountable Behaviour, and The

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Science and Conscience Foundation, organised the conference to bring together whistleblowers, NGOs, unions and others to explore the rationale and strategy for making such an international clause a reality. FtC will continue to support this initiative. Among the whistleblowers present was **Dr Arpad Pusztai**, whose research on potatoes raised concerns about the safety of genetically modified foods. Dr Pusztai shared many experiences with Geoff, and has agreed to speak at a future FtC meeting.

Details of the Conscience Clause campaign are to be found at: www.apsab.span.ch/clc

References: See 'The Ecologist', Nov. 2003; New Scientist, 1st Nov 2003.

Visit our **website** – nearly 300 pages!
It is getting over 10,000 requests
a week. Are you online yet?
<http://www.freedomtocare.org>

Libel or Accountability?

The NUT solicitor Graham Clayton has issued a writ for libel against Tim Field for comments about a former NUT area representative made on a page at Bully OnLine which alleged that teachers in Oxfordshire had been so dissatisfied with the failure of NUT area representatives to support and represent them in cases of bullying that they set up their own support group, called OXBOW, in 1997 (see page 7 of this Issue for more on OXBOW).

Since Tim Field founded the UK National Workplace Bullying Advice in January 1996 and his web site Bully OnLine at www.bullyonline.org in 1998, teachers and lecturers have consistently been his largest group of callers and enquirers.

NUT teacher members have featured frequently and, since 1999, have comprised around 80% of all enquiries from the education sector in England. Most allege the same thing: whilst their

local NUT representative was helpful and supportive, once their case moved up to NUT area representation level they hit a brick wall.

The NUT is not the only union with members who allege being let down and denied access to legal resources. The NUT's libel action has prompted Tim Field to initiate a Union Effectiveness Survey to identify the reasons why unions fail to support their members in cases of bullying, to identify the worst offenders, and, if a union has a particularly bad track record for failing its members, to help union members bring about change within their union.

Freedom to Care has offered to publish on its web site any communication from the NUT, or on its behalf, which Tim Field receives during the course of this libel action which he considers might be helpful to others who find themselves in dispute with large and powerful organisations.

The NUT libel writ:

www.bullyonline.org/news/aug03-nut.htm

Tim Field's defence:

www.bullyonline.org/news/aug03-defcon1.htm

Union Effectiveness Survey:

www.thefieldfoundation.org

FTC's ANNUAL WORKSHOP

Freedom to Care will be holding its 3rd Annual Workshop for Members, on **Saturday 25th May 2004** (11am – 4 pm) in Rugby. There are only 20 places. Members interested should contact **Sheila Porter-Williams** as soon as possible on Tel. 01788 811438 or email: sheilaFTC@porter-williams.freemove.co.uk.

The Workshop is suitable for FtC Members wishing to become more active. Sessions include: whistleblowing & accountability; practical whistleblowing; Public Interest Disclosure Act; FtC as a campaigning group; advocacy role play.

If you are arriving by train, please notify Sheila of your time of arrival at Rugby Station and a lift will be arranged. Please ensure that your train arrival is not later than 10.30am. Drinks will be provided but, since the Workshop is free, Members are asked to bring their own sandwiches/food. (No convenient shop nearby.)

STRATEGIES FOR COPING IN A WHISTLE-BLOWING SITUATION

Chris Ayres

You have discovered something in the normal course of your work, which, for whatever reason, you feel you have a duty to bring the attention of your bosses. Easy enough, you might think, but you could be surprised by their reaction. If you work in an enlightened environment that prides itself in keeping up to date with employment law, all well and good. However, a large percentage of the workforce is employed by companies that have no real HR department, no equal opportunities policy - or any sort of policy except basic statutory ones - and everything is cloaked in a veil of secrecy. You might therefore find the following pointers helpful if you decide to disclose a concern:

- You may well not receive any acknowledgement, let alone thanks. On the contrary, they may investigate ways to instigate disciplinary proceedings against you.
- Be prepared for the fact there may appear to be a complete lack of interest in your disclosure, even if you have done the company a favour in bringing it to their attention; however, rest assured that your action has not gone unnoticed and you may soon discover you have, in fact, caused a real stir.
- You may notice that shortly after your disclosure, your work suddenly seems to be closely monitored, there is interest in your comings and goings and in what you are doing on your computer.
- At some point in the very near future, you may be called to a meeting and told that your job is being made 'redundant' or, that as a result of covert monitoring of your performance, disciplinary procedures are to be commenced against you.
- At this point, your uneasiness that 'something is afoot' is confirmed. Act quickly: demand as much 'further information' as you can and contact your union rep if you have one.
- Keep a copy of absolutely any relevant material, documents, letters and emails etc., because they will not be made available to you once you have left (caveat: make sure you are entitled to be in the possession of these documents).
- Ask for your right to be accompanied by a representative to all future meetings. Be sure to note if this is thwarted at any time, even if your employers have covered themselves by offering you this facility in writing. Insist they follow the Rule Book to a 'T' and note in writing to them, at the time, whenever they do not.
- Insist that all your meetings have a written agenda, to be agreed in advance, and that they are minuted. Do not allow anything on the agenda that is not clearly specified. Do NOT accept any heading such as 'Any Other Business' - demand their removal.
- Ask if you can read through the draft minutes before they are finalised, and be sure to include any amendments, additions or omissions that you want made, even if it means having two separate versions of the final minutes of each meeting.
- As soon as you become aware that you have been 'targeted', assume that you will end up at a tribunal and start collecting appropriate evidence accordingly, but discreetly. Buy a good quality daily diary and start keeping a journal of each workday. This could be your best asset of all in terms of dates, times, events and who said what to whom.
- Concentrate on the *behaviour* and the *actions* of your colleagues, not the person. Be extra careful if your boss is of the opposite gender, or even the same. The person who 'selected' my 'redundancy' was female and various people, including my bosses, were keen to cast a 'cat-fight' aspect to the case. Avoid this at all costs, as you do not want to appear motivated by vindictiveness or baser instincts. If you want to tear down your colleagues' characters, do it in private in front of close friends and family you trust.
- Find a lawyer/ legal adviser you get on well with. Listen to your instincts, if you are not sure about someone, far better to go it alone and wait until the 'right' person comes along. There is gold amongst the dirt, I promise you, but you really have to search for it! Even the bad, the 'blood-sucking vultures' and the indifferent can tell you something about your case, even if it's just to **highlight** what you have not made clear enough.
- In a disclosure case, it is extremely important to **highlight** how they tried to 'white wash' the person/situation, how

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their treatment of you deteriorated from that point on and any evidence of their suppressing, playing down or rubbishing your disclosure.

- Seek as much support as you can.
- Make sure any disclosure you make is in full compliance with the Public Interest Disclosure Act 1998.
- The best advice of all is: BE PREPARED.

(Chris Ayres is a pseudonym)

CHECK THIS OUT!!!!

www.nhsexpose.co.uk

'This Website Is One Individual's Attempt To At Last Tell The Truth About The "Real NHS" And The "Silent Pressure" That Exists Within The Service Which Prevents People From Revealing The Facts About Today's NHS.'

OXFORDSHIRE TEACHERS BULLIED OUT OF WORK – 8 Case Summaries

I still have nightmares about the trauma which forced me out of my chosen profession after 26 years in the job I loved – A PRIMARY SCHOOL DEPUTY HEADTEACHER NOW RETIRED THROUGH ILL HEALTH.

My governors and Oxfordshire County Council (OCC) failed to investigate or take my concerns seriously. I was a good teacher but they totally destroyed me – A SECONDARY FEMALE TEACHER SOUGHT REDRESS VIA THE LAW COURTS

I had 15 months off sick with stress related illness caused by bullying. I returned to be confronted with false allegations made against me by the bully - SECONDARY FEMALE TEACHER NOW RETIRED

After considerable bullying at work by my headteacher, I was signed off work for 5 months with acute stress reaction. I never recovered – PRIMARY SCHOOL FEMALE TEACHER NOW RETIRED THROUGH ILL HEALTH

I experienced the usual treatment, constant criticism, no praise, undermining my work by my headteacher - PRIMARY SCHOOL TEACHER BULLIED BY HER HEADTEACHER

I collapsed in school and went off sick for 6 months. I went back but things got worse. I am still on medication - SECONDARY SCHOOL TEACHER BULLIED INTO ILL HEALTH RETIREMENT.

I have been damaged both personally and professionally by the treatment I have received - FEMALE TEACHER, FORCED TO RESIGN AFTER BEING SEVERELY BULLIED BY HER HEADTEACHER

After years of suffering I finally was signed off sick. I am fighting back against the bully who caused this but I am reconciled to the fact that my career is now probably finished - SECONDARY MALE TEACHER CURRENTLY OFF SICK WITH ACUTE ANXIETY AND REACTIVE DEPRESSION.

OXBOW was formed in 1997 to compensate for the lack of support and deficiencies of the NUT services to members in Oxfordshire. OXBOW has grown to become a formal campaigning Group for all bullied employees within Oxfordshire (and beyond). We operate a revolving door membership policy and exist to help our members achieve resolution of their cases. We alternate meetings informally and formally on a bi-monthly basis.

Oxbow contacts are Jennie Chesterton, secretary: 01367 710308
Nigel Nicholas: press officer 01235 522949
nigel@gibsonclose.fsnet.co.uk

Data Protection

Freedom to Care has made notification to the Information Commissioner's Office pursuant to the Data Protection Act 1998 – FtC's provisional registration number is PZ8260256. This registration will not in any way affect FtC's policy of complete confidentiality to its members or anyone else who asks for assistance.

NHS Suspensions

Sheila Porter-Williams

Freedom to Care has campaigned against misuse of suspensions in the NHS for many years. In previous issues of *The Whistle*, I have referred to two whistleblowers at my local hospital, University Hospitals Coventry and Warwickshire NHS Trust who, about two years apart, highlighted the excessive post-operative death rate of a colleague and the dangerous overcrowding of wards. Each was suspended for well over a year on similar charges of alleged bullying of junior staff. **Alban Barros D'Sa** was reinstated shortly before his normal retirement date and **Dr Raj Kumar Mattu** is still suspended.

In November 2003 the National Audit Office has published a report showing that the NHS is wasting £14 million a year on prolonged and unnecessary suspensions. The report also shows that in nearly half the cases the person who was suspended was subsequently cleared.

The report includes case studies on three suspensions at University Hospitals Coventry and Warwickshire NHS Trust, including the two mentioned above. It refers to the misuse of suspension as a weapon to intimidate or punish whistleblowers.

Clinical governance reviews need to pay more attention to this aspect of mismanagement.

Freedom to Care's New Patron

Freedom to Care is delighted to announce the appointment of a new patron: Lord Livsey of Talgarth, Liberal Democrat Spokesperson for Environment, Food and Rural Affairs. Lord Livsey, former leader of the Welsh Assembly, was introduced to Freedom to Care by Andy Taylor, FtC Director.

Freedom to Care Appointments

After nearly 6 years' diligent service as FtC's Treasurer, **Chris Thomas** has decided to call it a day. Many thanks to Chris for carrying out this onerous duty for so long. **Geoffrey Porter-Williams** has kindly volunteered to take over and is now FtC's Treasurer. **Pat Conneely** has kindly agreed to take on the role of Meetings' Officer.

This new role will ensure a coordinated and cost effective approach to the timing, venue and catering of FtC's meetings throughout the year.

FtC endorses the CORE coalition

The CORE coalition, supported by over 50 organisations, including charities, church groups and trade unions, is campaigning to ensure companies meet their environmental and social responsibilities - to which end, Core is asking the government to set standards in 3 key areas: Reporting; duty of care and liability. For more details, visit: <http://www.corporate-responsibility.org>

FtC's Annual General Meeting - 2003

Freedom to Care's well-attended AGM took place on Saturday, 25th October at Friends House, Euston Road, London. Lively and informed discussions, plentiful food and a highly stimulating talk by Tim Richards (law lecturer and journalist) on how to use, and not be used by, the media made for an enjoyable and profitable day. It is hoped that the text of Tim's talk will shortly be available on FtC's web site.

FREEDOM TO CARE

... is an independent, non-profit & entirely voluntary organisation. We are not lawyers. We are the UK's first whistleblower organisation, founded in 1991. We are a company limited by guarantee (**Reg. 2973440**).

PATRONS are John Hendy QC, Allan Levy QC, Austin Mitchell MP and Lord Livsey.

FOUNDER is Prof. Geoffrey Hunt.

WHAT WE DO We lobby and campaign for greater public accountability of large organisations and support conscientious employees who speak up.

STRUCTURE *Board of Directors:* Harold Hillman, Geoff Hunt, Andy Taylor, Chris Clode; *Company Secretary:* Robert McGregor; *National Coordinator:* Chris Clode; *Treasurer:* Geoffrey Porter-Williams; *Membership Officer:* Sheila Porter-Williams; *Meetings Officer:* Pat Conneely.

WEB SITE: <http://www.freedomtocare.org>

MEMBERSHIP: £21 p.a. (£10 for those on low income); £35 group affiliation.

ADDRESS: PO Box 78, Wrexham, LL11 6ZD, United Kingdom. (and PO Box 125 West Molesey KT8 1YE)
Tel/Fax/voicemail: +44 (0)20 8224 1022.

Email: freedomtocare@aol.com

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