

Witness Name: [Stuart Lythgoe on behalf of HCSA]  
Statement No.: [2]  
Exhibits: [1]  
HCSA/17  
Dated: [24/10/2024]

## THIRLWALL INQUIRY

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### WITNESS STATEMENT OF [Stuart Lythgoe, HCSA Director of Operations, on behalf of HCSA – the hospital doctors' union]

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I, [Stuart Lythgoe, HCSA Director of Operations, on behalf of HCSA – the hospital doctors' union], will say as follows: -

1. This statement is written further to my earlier one dated 21 February 2024.
2. The purpose of this statement is to exhibit the HCSA report entitled 'Speaking Up On Safety – Understanding the Employers' Playbook'<sup>1</sup> (the Playbook) which was published in April 2024.
3. The contents of the Playbook are based upon research and the experience of hospital doctors working across the UK. The Playbook documents evidence of the widespread and consistent infliction of detriment on many hospital doctors who raise patient safety concerns. It discloses a pattern to the way that managers, at a number of hospitals, penalise employees who raise safety concerns and thereby intimidate those who might do so but for the evident detriment suffered by their colleagues. In these circumstances managers chose to inflict detriment on staff rather than address the safety issues raised by the staff. The consistency and sophistication of the detrimental measures amounts to the deeply disturbing circumstantial evidence that such treatment is based upon advice (a 'playbook') shared amongst hospital managers.

#### Statement of Truth

I believe that the facts stated in this witness statement are true. I understand that proceedings

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<sup>1</sup> HCSA/17 - 'Speaking Up On Safety – Understanding the Employers' Playbook dated April 2024.

may be brought against anyone who makes, or causes to be made, a false statement in a document verified by a statement of truth without an honest belief of its truth.

Signed: **Personal Data**

**Dated:** 24 October 2024