

CORRESPONDENCE

Being fair is only fair: a trainee's perspective

I read with great interest the article *Being Fair is only fair* by Dr Pendlebury (vol 80 (12), 2019, p. 691: <https://doi.org/10.12968/hmed.2019.80.12.691>). It prompted me to reflect on my approach to identifying errors and raising concerns in an increasingly demanding NHS.

As a junior doctor, I have worked in a number of different hospitals, departments and learning environments. Some of these have encouraged staff to acknowledge errors and use them as learning experiences, but on occasion, I have felt an element of hesitancy among colleagues through fear of blame. The article interestingly mentions a statistical difference between the likelihood of black, Asian and minority ethnic staff entering the disciplinary process than white staff. This highlights the unconscious or debatably conscious bias present within our NHS, something I feel requires further exploring.

Support, and information on where to find support, has become more readily available for staff when facing difficulties. The challenges previously encountered in receiving support is no longer a problem, but whether this is sought by those in need is a differing matter. This article highlighted to me the importance of implementing the examples of good practice mentioned in *Being Fair*. I believe every trust should use the suggested restorative approach in managing complaints, but that this should be tailored to departmental needs at a local level. Additionally, while this article advocates an open culture towards raising concerns, what I have felt most important is the advocacy of team support and working together, a replacement of 'I' with 'we' when it comes to errors.

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