

Ref no: 223200819
 From: Public
 Date: 20/08/19
 Subject: NHS disciplinary procedures

REQUEST

I am conducting research on the application of NHS disciplinary procedures for doctors under the Maintaining High Professional Standards (MHPS) framework. The GMC produces annual reports of its statistics regarding complaints, investigations and their outcomes, but no such national data exists for the processes carried out within employer setups. I am therefore approaching each NHS employer in England to request statistics about concerns and investigations under MHPS. I wish to stress that I do not intend to publish any data at the individual employer level; only nationally aggregated data.

Based on the NHS England National Report to Ministers on the Responsible Officer Regulations and Medical Revalidation 2017/18, more than 99% of NHS sector employers in England provide a report to their board detailing the number and type of concerns (under MHPS) and their outcome (see Figure 23 on page 46 in Section 3 of the linked report).

<https://www.england.nhs.uk/wp-content/uploads/2018/10/report-to-ministers-responsible-officer-regulations-revalidation-1718.pdf>. My request relates to data that should be included in your Trust’s report to your board for the year 2017/18.

The request

Please provide the following information about the disciplinary cases under MHPS in your organisation for the financial year 2017/18:

1. The number of permanent and locum doctors employed by the Trust (Headcount).
2. The number of concerns raised under MHPS by type of concern (the following is a suggested categorisation of the types of concern). Please allocate the cases to the most relevant type of concern.

3.

Type of concern	No. of concerns raised	No. of formal investigations
Doctor’s health		

Clinical competence		
Conduct		
Professional performance		
Criminality		

4. The outcome of formal investigations. Please provide the data on the outcome of formal investigations according to the following table:

Type of concern	No further action	Advice or warning	Referral to the GMC	Suspension	Dismissal	Resignation within 6 months of concern raised
Doctor's health						
Clinical competence						
Conduct						
Professional performance						
Criminality						

4. If the information requested in 2. and 3. is set out in the report referred to in the second paragraph of the Background above, please just send me a copy of that report instead.
5. Please send me your Trust's Disciplinary policy for dealing with concerns raised about doctors, the staff code of conduct, and the number of staff formally trained to handle concerns under MHPS.

RESPONSE

Please provide the following information about the disciplinary cases under MHPS in your organisations for the financial year 2017/18:

1. The number of permanent and locum doctors employed by the Trust (Headcount).

There were 438 permanent and locum doctors employed by the Trust as at 31 March 2018.

2. The number of concerns raised under MHPS by type of concern (the following is a suggested categorization of the types of concern). Please allocate the cases to the most relevant type of concern.

Listed in the table below is the number of concerns raised under MHPS by type of concern:

Type of concern	No. of concerns raised	No. of formal investigations
Doctor's health	*<5	
Clinical competence		
Conduct	17	10
Professional performance		
Criminality		

3. The outcome of formal investigations. Please provide the data on the outcome of formal investigations according to the following table:

Please find listed in the table below details of the outcome of formal investigations.

Type of concern	No further action	Advice or warning	Referral to the GMC	Suspension	Dismissal	Resignation within 6 months of concern raised
Doctor's Health						
Clinical Competence						
Conduct		9	*<5		*<5	
Professional Performance						
Criminality						

* Please note that those detailed under 'referral to the GMC' are also counted in other columns.

* *<5 - We are unable to provide the information you require as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under the Data Protection Act 1998. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the Act.

4. If the information requested in 2 and 3 is set out in the report referred to in the second paragraph of the Background above, please just send me a copy of that report instead.

Information requested is detailed in the tables above

5. Please send me your Trust's Disciplinary policy for dealing with concerns raised about doctors, the staff code of conduct, and the number of staff formally trained to handle concerns under MHPS.

Below is the disciplinary policy that was active at the time from whence the above figures are taken.



20200210-Disciplinary Policy.pdf