

Ref no: 023200417  
From: Public  
Date: 20/04/17  
Subject: Misconduct in Hospitals

## REQUEST

Under the Freedom of Information Act 2000 I seek the following information, broken down by calendar year since January 2012 up until the most recently available data:

1. Number of cases of staff gross misconduct.
2. Number of cases of staff gross misconduct broken down by action taken (e.g. disciplinary action, investigation, suspension with pay, dismissal)
3. If possible, the number of cases of gross misconduct broken down by type of staff (e.g. nurse)

## RESPONSE

As per table below:



<b>2012 total = 5 cases of Gross Misconduct</b>		
<b>Staff Group</b>	<b>Suspended</b>	<b>Outcome</b>
Additional Clinical Support	Suspension	Dismissal
Additional Clinical Support	Action Short of Suspension	First & Final Warning
Nursing	Suspension	Dismissal
Nursing	Suspension	Dismissal
Medical & Dental	No	Final Written Warning
<b>2013 total = 12 cases of Gross Misconduct</b>		
Additional Clinical Support	Action Short of Suspension	Resignation prior to hearing
Additional Clinical Support	Suspension	Dismissal
Support Services	Suspension	Dismissal
Nursing	Action Short of Suspension	First Written Warning
Nursing	Suspension	No case to answer
Nursing	Suspension	First Written Warning
Technician	No	First Written warning
Medical & Dental x 2	No	First Written Warning
Medical & Dental	No	Informal
Medical & Dental x 2	No	Final Written Warning
<b>2014 total = 8 cases of Gross Misconduct</b>		
Admin	Suspended	Final Written warning
Additional Clinical Support	Suspended	Dismissal
Additional Clinical Support	Suspended	Resignation prior to hearing
Additional Clinical Support	Suspended	Final Written Warning
Nursing	Action Short of Suspension	Resignation prior to hearing
Nursing	Suspended	Dismissal
Medical & Dental	No	First Written Warning
Medical & Dental	Yes	Dismissal
<b>2015 total = 6 cases of Gross Misconduct</b>		
Additional Clinical Support	Suspended	Capability
Additional Clinical Support	Action Short of Suspension	No case to answer
Support Services	Suspension	Final Written Warning
Nursing	Action Short of Suspension	No case to answer
Medical & Dental	No	Final Written Warning
Medical & Dental	No	First Written Warning

Staff Group	Suspended	Outcome
<b>2016 total = 16 cases of Gross Misconduct</b>		
Additional Clinical Support	Suspended	Final Written Warning
Additional Clinical Support	Action Short of Suspension	No case to answer
Nursing	Suspension	Final Written Warning
Senior Clinical	Suspension	Dismissal
Technician	Suspension	Dismissal
Nursing	Suspension	First Written Warning
Nursing	Action Short of Suspension	Final Written Warning
Nursing	Action Short of Suspension	First Written Warning
Support Services	Suspension	Dismissal
Medical & Dental	No	First Written Warning
Medical & Dental	No	Informal
Medical & Dental x 2	No	No Case to Answer
Medical & Dental	No	On-going
Medical & Dental	Restricted Duties	On-going
Medical & Dental	Restricted Duties	Dismissal
<b>2017 total to date = 6 cases of Gross Misconduct</b>		
Nursing x 2	Action Short of Suspension	On-going
Nursing	Suspension	On-going
Medical & Dental x 2	No	On-going
Medical & Dental	Yes	On-going