

Ref no: 359220221
From: Public
Date: 22/02/21
Subject: 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.

Please provide the information in the form detailed below.

Please provide the following information about the disciplinary cases under MHPS in your organisation for the financial years 2015/2020:

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

Percentage of medical workforce that is female;

Percentage of medical workforce that is BAME;

2. The number of concerns raised under MHPS by type of concern.

Please allocate the cases to the most relevant type of concern

Type of concern	Number of concerns	Number of formal investigations	Number of exclusions	Percentage of doctors in this group of BAME origin	Percentage of doctors in this group of female gender
Doctor's health					
Conduct					
Capability					

3. For every excluded doctor please detail the length of exclusion

4. The outcome of formal investigations. Please provide the data on the outcome of formal investigations according to the following table. (As several of the outcomes may to one individual the numbers will not equate those in Q2)

No further action	Advice or Warning	Referral to the GMC	Dismissal	Resignation	Retirement	Other and Unknown

5. For these outcomes, please provide the following breakdown

	Percentage of doctors in this group of BAME origin	Percentage of doctors in this group of female gender
No further action		
Advice or warning		
Referral to the GMC		
Exclusion		
Dismissal		
Other and Unknown		

6. For the following please provide the following costs

	Salary Costs whilst excluded	Legal Costs to Trust	Estimated staffing costs to Trust (medical staffing/ investigators etc)
No further action			
Advice or warning			
Referral to the GMC			
Exclusion			
Dismissal			
Retirement			
Resignation			
Other and Unknown			

7. Please identify the number of negotiated settlement agreements secured by the Trust with investigated/ disciplined doctors.

If it is not possible to provide the information requested due to the information exceeding the cost of compliance limits identified in Section 12, please provide advice and assistance, under the Section 16 obligations of the Act, as to how I can refine my request.

RESPONSE

Under section 12 of the Freedom of Information Act St Helens & Knowsley Teaching Hospitals Trust does not have to comply with a request if we estimate that the cost of complying with your request would exceed the appropriate limit of £450. The appropriate limit has been specified in regulations. This represents the estimated cost of one person spending 2½ working days in answering the remainder of your questions. Under section 12 of the Freedom of Information Act the Department is not obliged to comply with your request and we will not be processing your request further.