

freedom.information@wvt.nhs.uk

18 September 2019

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST FOI2019/0288

Thank you for your request for information.

Wye Valley NHS Trust responds with the attached guidance document.

The Trust has one disciplinary policy for all staff.

The Trust follows MHPS framework for investigations up until the point of disciplinary.

The MHPS framework is readily available to all on the Trust's intranet.

////////////////////ORIGINAL REQUEST

FOR THE ATTENTION OF THE MEDICAL DIRECTOR OR DIRECTOR OF HR

Background

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.

Type of concern	No. of concerns raised	No. of formal investigations
Doctor's health		
Clinical competence		
Conduct		
Professional performance		
Criminality		

3. 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.

If you have queries or any concerns contact details are given at the top of the letter. Please remember to quote the reference number above in any future communications.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to:

Information Governance/Privacy Officer
 Wye Valley NHS Trust
 Monkmoor Court
 31-34 Commercial Road
 Hereford
 HR1 2DX
 Email: freedom.information@wvt.nhs.uk

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire, SK9 5AF

Telephone: 01625 545 745 www.ico.gov.uk

Yours sincerely,

Freedom of Information Coordinator

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Under the terms of the Regulations, the Trust will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however the Trust reserves the right, in certain circumstances, to charge a fee for the re-use of some information which it deems to be of commercial value. Further information can be found at www.opsi.gov.uk where a sample license terms and fees can be found with guidance on copyright and publishing notes and a Guide to Best Practice and regulated advice and case studies, at www.opsi.gov.uk/advice/psi-regulations/index.htm