

Date: 17/09/2019

FREEDOM OF INFORMATION REQUEST FOI/014981 - Disciplinary procedures for doctors

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-regulationsrevalidation-1718.pdf>.

My request relates to data that should be included in your Trust's report to your board for the year 2017/18.

1. The number of permanent and locum doctors employed by the Trust (Headcount). - As at 31/03/2018 Medical & Dental Headcount for both permanent and locum doctors was 497.

Questions 2 to 4 - This Information is not held in a centralised system, it would be held within individual staff personnel files which are not accessible under the Freedom of Information Act Exemption Section 40 Personal Information. Cases are discussed on an individual bases in Private Board.

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 - To request a copy please contact dgft.foi@nhs.net