

Freedom of Information Request

Ref: 21-031

4 February 2021

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we hold some the information you are requesting
1. **Number of 'never Event' (point 6 c)) started by the organisation since the 23rd May, 2019.**
 2. **If, there has been a 'never event' commissioned as per point 6 c), has this report been published in any forum and if so where?**
 3. **If, there has been a 'never event' commissioned as per point 6 c), what learning was found?**

We do not hold any records of any cases that meet the criteria laid out in 6 c of the letter you refer to.

The Trust is, however, in the process of conducting a thorough review of its HR reporting metrics on the back of the Dido Harding report. When launched these new metrics and reporting mechanisms will provide us with a systematic process for ensuring that staff involved in incidents, disciplinaries and other such cases are provided with the help and support they require.

Please see the link to our Being Open policy

<http://nww.avon.nhs.uk/dms/Download.aspx?did=22187>

4. **Number of staff suspensions in 2017, 2018, 2019 and 2020 by respective year.**
2017 = 9
2018 = 14
2019 = 15
2020 = 7
5. **In decisions to suspend staff, is there any formal written assessment the**

organisation conducts to assess the effect on health and welfare of suspension of the staff member the organisation is considering suspending, if so please disclose a copy ?

We don't complete any written assessment however this is always take into consideration when we are considering suspensions

6. Number of staff disciplinary investigations started in 2017, 2018, 2019 and 2020 by respective year.

2017 = 68

2018 = 77

2019 = 65

2020 = 46

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Director of Corporate Governance
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to 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

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust