

Freedom of Information Request

Ref: 21-431

11 August 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 do hold the information you are requesting

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.

The Trust does not hold the data in a format that would enable us to fully respond to your request to the level of detail required; this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

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