

Freedom of Information Request

Ref: 22-029

20 January 2022

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

1, Please confirm the categories of, and numbers, of staff, if any, that do not perform CQC Regulated Activities. ie Chief Executive, Managers, HR Staff, Medical Secretaries, IT Staff, etc and the numbers falling into each group.

2, Please confirm the categories of, and numbers, of staff, if any, that will not be required to be vaccinated under the Government Guidelines or Laws. ie Chief Executive, Managers, HR Staff, Medical Secretaries, IT Staff, etc and the numbers falling into each group.

3, What provision, if any, is there for these staff to be given a safe working environment outside of a hospital setting, that would be afforded to them under Health & Safety Laws? ie Is there a satellite office/building where members of staff that do not have or require direct contact with patients or careers, and are staff being given the option to work in such buildings? Alternatively is there provision for these staff to work from home (as may have happened during periods of staff isolation)?

4, Please confirm the categories of, and numbers, of staff, including clinical and frontline, if any, that have been identified as not "fully vaccinated". ie Chief Executive, Managers, HR Staff, Medical Secretaries, IT Staff, Receptionists, Consultants, Porters, etc and the numbers falling into each group.

5, Please confirm the categories of, and numbers, of staff, if any, that fall into the numbers identified in question 1 and 2 above, that have been told they might be required to be "fully vaccinated" prior to 1st April 2022.

6, Is any provision, as outlined in question 3 being offered to staff identified in question

5? Please confirm the categories of, and numbers, of staff, if any, that have been offered a safe working environment.

7, Are any staff already working within areas, as outlined in question 3, and what is their current vaccine status. Are any of these staff being told they might be required to be “fully vaccinated”? Please confirm the categories of, and numbers, of staff, if any, in respect to both parts of this question.

8, As it appears that all non clinical staff are being asked to get vaccinated or leave with absolutely no compensation or redundancy package. Please could you confirm this is being extended to all staff from the chief executive down to the cleaners and the exact same package will be received by all.

9, Please provide a list of all remuneration packages and bonus schemes paid out over the past 4 years to all non clinical staff and any agreed packages that will not be affected if they leave rather than taking up a vaccine.

10, Please provide a list of roles within the trust and their remuneration for any position not required to be “fully vaccinated”.

11, Please provide details of all redundancy packages, including Golden Handshakes awarded to all non clinical staff who have left in the past 4 years.

12, Please confirm the volume of Midazolam used within the trust, broken down into the amount per month since January 2017.

13, Please confirm the number of deaths at the trust, from all causes, broken down into the amount per month since January 2017.

14, Please confirm the number of deaths at the trust, from all causes, where Midazolam was administered within 7 days prior to death, broken down into the amount per month since January 2017.

15, Please confirm the number of deaths at the trust, directly attributed to Covid19, broken down into the amount per month since January 2020.

16, Please confirm the number of deaths at the trust, directly attributed to Covid19, where Midazolam was administered within 7 days prior to death, broken down into the amount per month since January 2020.

17, Please provide evidence to show all Covid19 Vaccines have an Absolute Risk or Response Difference (ARD) of greater than 2% Efficacy in prevention of death.

18, Please provide all ARD Efficacy Rates for all vaccines.

19, Please provide a list of all ingredients / components of all vaccines.

20, Please provide a list of all known side effects from all vaccines.

21, Please provide the number of reported incidences of side effects within your trust area and nationally broken down into months.

22, Please provide the number of diagnoses corresponding to the list of known side effects, whether caused by a vaccine or not, broken down into months from January 2018 both within your trust area and nationally and their vaccine status, and whether it has been reported on the Yellow Card System for reporting adverse reactions.

23, Please could you explain your recruitment process for any replacement staff. Will they be found and recruited from the general UK population, excluding any legal or illegal immigrants or asylum seekers who have entered the country in the past 2 years, and confirm that they will all be required to meet a minimum standard of written and spoken English equivalent to the national standard that would be achieved by a school leaver to obtain a pass mark in the subject as well as a proven track record or relevant skills within the area they are being employed, that the overall demographic of the staff will not change, and that all will be required to have a minimum of 2 vaccine shots prior to employment and before remuneration starts, and any incentive packages being offered including reduced cost of, or free, accommodation or support packages.

24, How confident does the Trust feel about enforcing unlawful legislation that goes against Public Health (Control of Disease) Act 1984: Section 45e, International Human Rights Laws, and the Nuremberg Code? And in light of the Criminal Investigation being conducted by the Metropolitan Police CID (Hammersmith), Case Number 6029679/21, into vaccine adverse reactions and deaths caused, do you not feel it would be better to postpone the mandatory vaccination until after the inevitable court case, or at least until the nationwide investigation is complete?

25, Will the Trust be financially liable for compensation claims, from staff, who have been (unlawfully) forcibly coerced into taking a drug that is still on trial and with no long-term studies into Efficacy or Safety (especially considering question 20), for life changing disabilities inflicted by the vaccine or even death, especially as the government seems to have (unlawfully) exempted itself and the pharmaceutical companies producing the vaccine from any financial obligations to compensate victims?

26, Are the Trust prepared for countless legal actions, on the grounds of the points raised in question 24 & 25, for Constructive Dismissal and how much has the trust set aside for damages, personal compensation, and legal fees for each of the points raised in question 24, 25, & 26?

27, Will the Trust continue to conduct Lateral Flow Tests, PCRs, and Lamp Tests, that not only don't appear to confirm an infection, infectiousness, or even the existence of Covid19?

28, Will the Trust continue to enforce Medical Apartheid to patients (and staff) that are not willing to submit to medical testing (as mentioned in question 27) that is against their Human Rights and in contradiction to the Nuremberg Code, or (unlawfully) enforced vaccinations before medical procedures (or working) which is against the Nuremberg Code (& 45e as mentioned in question 24)?

Please note, 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 and a manual trawl for 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