



Ref: FOIA Reference 2020/21-474

Date: 10th February 2021

Email foi@uhnm.nhs.uk

Dear.

I am writing in response to your email dated 22nd January 2021 sent to our communications team requesting information under the Freedom of Information Act (2000) regarding never events.

Please note that all FOI requests should be sent to: foi@uhnm.nhs.uk

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 In May, 2019 this letter attached was send to your organisation by Dido Harding, Chair of NHS Improvement. I request the following information:

1. Number of ‘never Event’ (point 6 c) started by the organisation since the 23rd May, 2019.

A1 We have not reported any such ‘never events’, therefore this question is not applicable

Q2 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?

A2 Not applicable as answer 1

Q3 If, there has been a ‘never event’ commissioned as per point 6 c), what learning was found?

A3 Not applicable as answer 1

Q4 Not restricted to the never events the following:

Number of staff suspensions in 2017, 2018, 2019 and 2020 by respective year.

A4 Please see below:

- 2017 = 18
- 2018 = 15
- 2019 = 5
- 2020 = 5

Q5 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?

A5 UHNM use the NHS Improvement Just Culture Guide to review all potential misconduct issues and use this to determine where suspension may be appropriate.
https://improvement.nhs.uk/documents/2490/NHS_0690_IC_A5_web_version.pdf

Q6 Number of staff disciplinary investigations started in 2017, 2018, 2019 and 2020 by respective year.

A6 See below:

- 2017 = 71
- 2018 = 81
- 2019 = 59
- 2020 = 56

Q7 Number of staff disciplinary investigations started in 2017, 2018, 2019 and 2020 by respective year split down by investigated by an internally employed investigator or an externally contracted investigator. If the numbers are too low to reveal, it can be given by all four years together the split.

A7 All investigations during the specified period have used an internally employed investigator.

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Jean Lehnert
Data, Security & Protection Manager