



Ref: FOIA Reference 2023/24-822

Date 11th March 2024

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 29th February 2024 requesting information under the Freedom of Information Act (2000) regarding disciplinarys

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 I would like to request the following information on disciplinarys, including MHPS, within University Hospitals of North Midlands.

How many doctors have been subjected to formal disciplinary processes, including MHPS, in the last 7 years?

A1 32

Q2 For each formal disciplinary, as outlined in Question 1, what is the duration of the process from start to finish (in days)?

A2 See below: Days for each of the 32 case from “start” (HR informed of issue, early triage of case etc) to “finish” (either end of appeal window or appeal hearing, dependent on case)

Case #	Days
1	487
2	124
3	197
4	343
5	107
6	234
7	133
8	313
9	156
10	117
11	265
12	288

13	383
14	281
15	195
16	259
17	174
18	104
19	65
20	81
21	168
22	743
23	754
24	197
25	862
26	144
27	267
28	64
29	165
30	55
31	262
32	166

Q3 What data is provided to the Board, and how regularly, regarding disciplinarys against doctors within the Trust?

A3 A report is provided to Board quarterly detailing case themes, suspension, costs, risks, and investigation duration.

Q4 Have all Case Investigators and Case Managers conducting disciplinary processes within your Trust undertaken mandatory training on the disciplinary process?

A4 Yes

*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.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records