

**Reference Number:** FOI2021/059  
**From:** Other  
**Date:** 22 February 2021  
**Subject:** Disciplinary cases under MHPS for the financial years 2015/2020

Please provide the following information about the disciplinary cases under MHPS in your organisation for the financial years 2015/2020:

- Q1 The number of permanent and locum doctors employed by the Trust (Headcount).  
 a. Percentage of medical workforce that is female  
 b. Percentage of medical workforce that is BAME

A1 a.

	Male	Female	TOTAL	Male %	Female %
2020	117	34	151	77.48%	22.52%
2019	116	25	141	82.27%	17.73%
2018	108	25	133	81.20%	18.80%
2017	106	24	130	81.54%	18.46%
2016	94	17	111	84.68%	15.32%
2015	84	16	100	84.00%	16.00%

b.

	BAME	TOTAL	BAME %
2020	61	151	40.40%
2019	53	141	37.59%
2018	50	133	37.59%
2017	42	130	32.31%
2016	38	111	34.23%
2015	31	100	31.00%

- Q2 The number of concerns raised under MHPS by type of concern. Please allocate the cases to the most relevant type of concern

A2

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		2017 – 2 2018 - 1	2017 – 2	0 0	0 0
Capability		2016 - 1	2016 - 1	100	0

- Q3 For every excluded doctor please detail the length of exclusion

A3 Medic 1 – 7 months  
 Medic 2 – 1 month  
 Medic 3 – 4 months

Q4 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)

A4	No further action	Advice or Warning	Referral to the GMC	Dismissal	Resignation	Retirement	Other and Unknown
		1	2	1		1	

Q5 For these outcomes, please provide the following breakdown

A5		Percentage of doctors in this group of BAME origin	Percentage of doctors in this group of female gender
	No further action		
	Advice or warning	0%	0%
	Referral to the GMC	50%	0%
	Exclusion		
	Dismissal	50%	0%
	Other and Unknown		

Q6 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		

A6 Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.

Q7 Please identify the number of negotiated settlement agreements secured by the Trust with investigated/ disciplined doctors.

A7 Zero