

Date: **13 December 2019**

Our reference: **FOIRQ5577**

Dear Sir/Madam,

Thank you for your request for information, which we have processed under the Freedom of Information Act 2000. Please see our response to your following request for information:

Your Request

On the application of NHS disciplinary procedures for doctors under the Maintaining High Professional Standards (MHPS) framework, Please see the attached letter for the full request:

Based on the NHS England National Report to Ministers on the Responsible Officer Regulations and Medical Revalidation 2017/18, more than 99% of NHS sector employers in England provide a report to their board detailing the number and type of concerns (under MHPS) and their outcome (see Figure 23 on page 46 in Section 3 of the linked report).

<https://www.england.nhs.uk/wp-content/uploads/2018/10/report-to-ministers-responsible-officer-regulations-revalidation-1718.pdf>.

My request relates to partly to data that should be included in your Trust's report to your board for the year 2017/18.

The request

Please provide the following information about the disciplinary cases under MHPS in your organisation for the financial year 2017/18:

Our Response (in bold)

Great Ormond Street Hospital for Children NHS Foundation Trust (the 'Trust') is a single site, specialist tertiary paediatric trust. Please see our response to your following request for information covering the period specified:

1. *The number of permanent and locum doctors employed by the Trust (Headcount).*

The permanent substantive headcount at 31st March 2018 was 677. The Locum monthly average was 0.77 for 2017/18. However, we do not report Locum (agency usage) by Headcount as individual medics may fill a single shift.

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

Please see our response in the following table for the specified time-frame:

<i>Type of concern</i>	<i>No. of concerns raised</i>	<i>No. of formal investigations</i>
<i>Doctor's health</i>		
Capability	2	2
<i>Conduct</i>		

3. *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 be to one individual the numbers will not equate to those in Q2)*

The outcome for both cases was advice and informal action

<i>No further action</i>	<i>Advice or warning</i>	<i>Referral to the GMC</i>	<i>Suspension</i>	<i>Dismissal</i>	<i>Resignation within 6 months of concern raised</i>

4. *Please send me your Trust's Disciplinary policy for dealing with concerns raised about doctors, the staff code of conduct, and the number of staff formally trained to handle concerns under MHPS. **Please see attached copy of the Trust' MHPS Policy.***

Please note:

The information we have provided under the Freedom of Information Act 2000 is the information held on the date your request was received by the Trust.

We hope the information provided is sufficient and helpful in answering your questions or any issues or concerns. Should you have any further queries in relation to this request, please do not hesitate to contact the FOI Team and quote the above reference number on any related correspondence.

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Yours sincerely

Freedom of Information team

Great Ormond Street Hospital for Children NHS Foundation Trust

Email: foiteam@gosh.nhs.uk

[Enclosed – Your rights – see next page]



NHS

**Great Ormond Street
Hospital for Children**
NHS Foundation Trust

Your Rights

Should you have any questions relating to the response you have received to your request for information, please do not hesitate to contact the FOI Team. Alternatively, you are entitled to make a request for an internal review within two months from the date of receiving our final response to your original request. You can also write to the Head of Quality & Safety at the following address:

Quality & Safety team
Great Ormond Street Hospital
LONDON
WC1N 3JH

If, however, you remain dissatisfied with the outcome of the internal review then you have the right to appeal to the Information Commissioner as the final stage of the FOI process. You can contact the Information Commissioner's Office at the following address:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Telephone: 0303 123 1113
Fax: 01625 524510