

FOI_1711_2024-25 – FOI Request concerning Maintaining High Professional Standards framework.

1. **Please confirm has your Trust adopted the Just Learning Culture in handling of concerns following receipt of Dido Harding’s letter that was sent to all Chairs and Chief Executives of NHS Trusts and NHS Foundation Trusts dated 23 May 2019.**

Yes. The Head of Quality and Safety has worked with People Services to embed a Just Culture when dealing with incidents or allegations involving staff members.

2. **Does your MHPS Procedure set out an informal process to deal with concerns pertaining to conduct/ capability of medical and dental staff, if so please provide details.**

Expectation that most cases can be dealt with informally.

3. **Please provide details of what training and support is provided by your Trust to Case Investigators and Case Managers when dealing with MHPS cases**

Case investigators have training, provided in house. Case Managers have training from experienced colleagues. We have found it impossible to find Case Manager training outside of the trust. Both are supported by experienced HR partners throughout the process.

4. **Please can you confirm if your Trust has a Decision-Making Group and if so please can you confirm who sits on this group/how this is constituted and its remit?**

Our Decision - Making Group is called Responsible Officers Advisory Group.

Members are:

- Chief Medical Officer (CMO)/Responsible Officer
- Non-executive director
- Director Medical Education
- Dental Clinical Director
- Medical Appraisal Lead
- Associate Medical Officer (Clinical Governance and Quality)
- CMO Business Manager
- Chief People Officer/People Partner representation
- Lay Member

Its remit is an advisory group to support the role of the RO provides the opportunity for greater calibration of decision-making and the involvement of lay members. The group will provide input to the decision-making regarding appraisal, revalidation recommendations, performance concerns about doctors and dentists, employment processes and any other aspects relevant to the RO Regulations.



5. The number of cases of medical and dental staff that were handled and resolved via a Just Culture approach and informal process.

For items 5-12, one calendar year from 01/06/2023.

There have been three cases dealt with informally using the Just Culture approach.

There have been four cases referred to the appropriate locum agency for attention.

There have been one resolution case and three cases related to pay.

11 cases that did not use MHPS.

6. The number of cases of medical and dental staff that were subjected to a formal MHPS investigation.

4

7. The number of medical and dental staff that have been formally excluded under MHPS and the duration of the exclusion.

One, from July 2023 to the current date.

8. Where medical and dental staff have been formally excluded under MHPS please provide a breakdown of whether this was on grounds of a) a need to protect the interests of patients or other staff pending the outcome of a full investigation, and/or b) the presence of the practitioner in the workplace was likely to impede the gathering of evidence during the investigation?

A need to protect the interests of patients or other staff pending the outcome of a full investigation.

9. Please provide the number of medical and dental staff that were placed on restricted duties and the duration of these restrictions.

2, 18 months (back at work) and 22 months to date respectively.

10. Please provide a breakdown of how many of these formal MHPS investigations were:

a) Resolved with no further action due to the concerns not being upheld

None

b) Resolved via an agreement to proceed through a disciplinary fast track process which avoided the need to proceed to a formal hearing

2

c) Proceeded to a formal hearing – conduct or capability (provide breakdown)

2, both yet to be heard.

d) Other outcome - provide details

N/A

11. Of the cases that proceeded to a formal hearing please confirm how many of these resulted in:

Two cases still to be heard. One is beginning the CPA process via NHS R, prior to their hearing. Another is working a performance improvement plan, whilst waiting for their conduct hearing.

a) No disciplinary sanction - because the allegation/concerns were not upheld

None

b) No disciplinary sanction - but ended with a recommendation for additional training/remediation/support.

2

c) A disciplinary sanction – please confirm the level of this sanction (e.g. written warning/final written warning/dismissal)

None

d) Number of medical staff who appealed the disciplinary sanction and the outcome.

None

e) Other outcome - provide details

None

12. Please provide length of time from start to finish of each MHPS case.

1. 05/09/2023 - 28/02/2024
2. 05/09/2022 - ongoing
3. 16/10/2023 - 14/05/2024
4. 28/06/2023 – ongoing

		Total
Consultant		58
SAS doctor		35
Junior Doctor		38
LED		1
Dentist		45
GP		24

	Total	Speciality	Ethnicity	Full time or less than full time	Country of primary medical Qualification	Gender
Consultant	3	Pain, Sexual health	White, British	All FT	UK,	male,

		Paeds	Asian or Asian British – Indian		India	Male
			White, British		UK	female
SAS doctor	4	MH (2), SH (2)	Unknown	Locum	Egypt	Female
			White, British	FT,	UK	Female
			White British	PT	UK	Female
			Asian or Asian British - Indian	FT	India	Male
Junior Doctor	0					
LED	0					
Dentist	2			Both FT	Bangladesh, UK	One male, one female
					UK	
GP	3			Don't know – all were Locums		One female, 2 unknown to me