



**The Clatterbridge
Cancer Centre**
NHS Foundation Trust

Clatterbridge Road
Bebington
Wirral
CH63 4JY

Tel: 0151 556 5000
Web: www.clatterbridgecc.nhs.uk

Date: 19 March 2021

Re: Freedom of Information Request
Ref: 55-2021

Thank you for your email dated the 19th February 2021, requesting information in relation to Maintaining High Professional Standards (MHPS) framework.

The information that you require is as follows:

I am writing to you under the Freedom of Information Act 2000 to request the following information from your organisation.

Background;

I am conducting research on the application of NHS disciplinary procedures for doctors under the Maintaining High Professional Standards (MHPS) framework. The GMC produces annual reports of its statistics regarding complaints, investigations and their outcomes, but no such national data exists for the processes carried out within employer setups. I am therefore approaching each NHS employer in England to request statistics about concerns and investigations under MHPS. I wish to stress that I do not intend to publish any data at the individual employer level; only nationally aggregated data.

Please provide the information in the form detailed below.

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

Please note in accordance with the Data Protection Act 2018 our Trust is unable to release all of the information requested. The Clatterbridge Cancer Centre NHS Foundation Trust is a relatively small Trust and by providing this level of detail where the number of individuals is less than or equal to five increases any 'potential' risk of this data becoming identifiable information and thereby contravening one or more of the Data Protection Principles by releasing it into the public domain. Confidentiality is expected in such matters. This information is therefore exempt under Section 40:

Personal Information, of the Freedom of Information Act 2000. The areas where this exemption has been applied are shown below:

1. The number of permanent and locum doctors employed by the Trust (Headcount);
Percentage of medical workforce that is female;
Percentage of medical workforce that is BAME;

	2015	2016	2017	2018	2019	2020
Percentage of medical workforce that is female	38%	36%	38%	42%	42%	44%
Percentage of medical workforce that is BAME	37%	34%	36%	38%	38%	36%

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

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	0	0	0	0%	0%
Conduct	Exempt under S.40 Personal Information	Exempt under S.40 Personal Information	0	0%	0%
Capability	0	0	0	0%	0%

3. For every excluded doctor please detail the length of exclusion
Not Applicable

4. 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)

No further action	Advice or Warning	Referral to the GMC	Dismissal	Resignation	Retirement	Other and Unknown
Exempt under S.40 Personal Information	0	0	0	0	0	0

5. For these outcomes, please provide the following breakdown

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

6. 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	Not Applicable	Not Applicable	Not Applicable
Advice or warning	Not Applicable	Not Applicable	Not Applicable
Referral to the GMC	Not Applicable	Not Applicable	Not Applicable
Exclusion	Not Applicable	Not Applicable	Not Applicable
Dismissal	Not Applicable	Not Applicable	Not Applicable
Retirement	Not Applicable	Not Applicable	Not Applicable
Resignation	Not Applicable	Not Applicable	Not Applicable
Other and Unknown	Not Applicable	Not Applicable	Not Applicable

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

None

Should you require any further information please do not hesitate to contact me on the email address provided below.

Please remember to quote the reference number above in any future communications.

If you are dissatisfied with the handling of your request, you have the right to ask for this to be investigated internally.

If you are dissatisfied with the information you have received, you have the right to ask for an internal review.

Both processes will be handled in accordance with our Trust's Freedom of Information Policy and the Freedom of Information Act 2000.

Internal investigation and internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Freedom of Information Review, The Clatterbridge Cancer Centre NHS Foundation Trust, Clatterbridge Road, Bebington, Wirral, CH63 4JY

If you are not satisfied with the outcome of the internal investigation/review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

In order for us to ensure customer satisfaction and to monitor compliance with the Freedom of Information Act 2000, we would be grateful if you could take a couple of minutes to complete a short feedback form via the link below:

<https://www.surveymonkey.co.uk/r/H39RFMM>