

Request under Freedom of Information Act 2000

Thank you for your request for information which we received on 22 February 2021.

I am pleased to confirm the following.

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

476 Permanent and Locum doctors (this includes those employed on FTC) as of 31.12.2021.

- **Percentage of medical workforce that is female.** - 40.76% as of 31.12.2021
- **Percentage of medical workforce that is BAME.** - 62.18% as of 31.12.2021

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	We do not track the number of concerns raised, only those we investigate formally and so we are unable to complete the section for number of concerns raised.	2015 – 1	2015 – 0	2015 – 100%	2015 – 0%
		2016 – 1	2016 – 0	2016 – 100%	2016 – 100%
		2017 – 1	2017 – 0	2017 – 0%	2017 – 0%
		2019 – 3	2019 – 0	2019 – 33.3%	2019 – 33.3%
Conduct		2018 – 2	2018 – 0	2018 – 100%	2018 – 50%
		2019 – 3	2019 – 2	2019 – 33.3%	2019 – 33.3%
		2020 – 2	2020 – 0	2020 – 50%	2020 – 50%
Capability					

3. For every excluded doctor please detail the length of exclusion

2018 Suspension - 255 Calendar days (176 working days)

2018 Suspension - 317 Calendar days (219 working days)

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
2015 – 1 2017 – 1 2019 – 1	2019 – 1 2020 - 2	2020 - 2	2020 – 1	2020 - 1	N/A	2016 – 1 2018 – 1 2019 – 1

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	2015 – 100% 2017 – 0% 2019 – 33.3%	2015 – 0% 2017 – 0% 2019 – 33.3%
Advice or warning	2018 – 50% 2019 – 100%	2018 – 50% 2019 – 100%
Referral to the GMC	2020 – 50%	2020 – 50%
Exclusion	2020 – 50%	2020 – 50%
Dismissal	2020 – 0%	2020 – 0%
Other and Unknown	2016 – 100% 2018 – 100% 2019 – 0%	2016 – 100% 2018 – 10% 2019 – 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	We are not able to provide this information. We do not track salary costs for staff whilst excluded, nor do we have legal costs data for each case held centrally. We also do not estimate staffing costs		
Advice or warning			
Referral to the GMC			
Exclusion			
Dismissal			
Retirement			
Resignation			
Other and Unknown			

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

The Trust has secured 2 negotiated settlement agreements, one in 2017 and one in 2020. You are advised that this information is provided in accordance with the Freedom of Information Act 2000 and is for your personal use. Any re-use of this information will be subject to copyright and the Re-Use of Public Sector Information Regulations (1st July 05) and authorisation from

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If you are unhappy with the information received in response to this request, please address your complaint to the Patient Affairs Office at Milton Keynes Hospital NHS Foundation Trust, Standing Way, Eaglestone, Milton Keynes MK6 5LD. If, after exhausting our internal process, you are still unhappy with the information received, you may write to the Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

If you need any further assistance, please do not hesitate to contact us at the address above.

Yours sincerely,

Freedom of Information Co-ordinator
For and on behalf of Milton Keynes Hospital NHS Foundation Trust

<p>Any re-use of this information will be subject to the 'Re-use of Public Sector Information Regulations' and best practice.</p>
