

Request under Freedom of Information Act 2000

Thank you for your request for information which we received on Monday 3rd June 2024. I am pleased to confirm the following.

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.

This is currently being implemented.

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.

Yes, the Trust's MHPS Policy and Procedure does contain an informal process. For allegations of misconduct, the informal part of the Trust's Disciplinary Policy and Procedure would apply. For allegations of performance and capability, supportive action would be put into place.

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.

We utilise internal training for all roles in the process. Coaching and advice is given to all roles by the Employee Relations Team.

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?

A decision making group for disciplinary cases does not currently exist however, the Trust is currently in the process of implementing such a group for all disciplinary cases, not just MHPS. We would ensure medical & dental leadership representation on any panels where doctor's conduct cases are reviewed.

Please provide a breakdown of the requested information below for the period from May 2019 to date:

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

0

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

8

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

2 – 45 weeks and 36 weeks

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

2

b) the presence of the practitioner in the workplace was likely to impede the gathering of evidence during the investigation?

0

9. How many medical and dental staff have been the subject of a formal process in relation to concerns over conduct and performance after they have made a protected disclosure (whistleblowing) following concerns over patient safety or other issues?

0

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

1 – ongoing – 11 weeks as at 21/06/2024

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

One case still remains open.

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

2

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

1

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

d. Other outcome - provide details

4

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

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

0

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

0

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

2 – Final Written Warning

2 – Dismissal

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

1 – Appeal Not Upheld

1 – Sanction Downgraded

e. Other outcome - provide details

0

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

- 1 – 146 days
- 2 – 533 days
- 3 – 263 days
- 4 – 222 days
- 5 – 155 days
- 6 – 365 days
- 7 – 478 days
- 8 – Case currently ongoing

Please can you provide an overall breakdown of the make-up of your medical and dental staff. For all of the above requested information we are seeking a breakdown of this information by ethnicity, gender, grade (Consultant, SAS, Junior Doctor, LED), specialty, whether Full Time /Less than full time, and country of primary medical qualification.

Ethnicity	Headcount
A White - British	93
B White - Irish	2
C White - Any other White background	36
CF White Greek	1
CP White Polish	1
D Mixed - White & Black Caribbean	1
E Mixed - White & Black African	6
F Mixed - White & Asian	3
G Mixed - Any other mixed background	3
GF Mixed - Other/Unspecified	2
H Asian or Asian British - Indian	146
J Asian or Asian British - Pakistani	54
K Asian or Asian British - Bangladeshi	9
L Asian or Asian British - Any other Asian background	24
LC Asian Kashmiri	1
LE Asian Sri Lankan	3
LF Asian Tamil	1
LG Asian Sinhalese	1
LH Asian British	1
LK Asian Unspecified	5
N Black or Black British - African	24
P Black or Black British - Any other Black background	1
PC Black Nigerian	2
PE Black Unspecified	1

R Chinese	16
S Any Other Ethnic Group	35
SE Other Specified	7
Unspecified	12
Z Not Stated	41
Grand Total	532

Gender	Headcount
Female	233
Male	299
Grand Total	532

Grade	Headcount
Consultant	226
Medical Director	1
LED	61
SAS	100
Junior Doctor	144
Grand Total	532

PT / FT	Headcount
Full Time	462
Part Time	70
Grand Total	532

Speciality	Headcount
W70160 Wearables Project	1
W70502 Medical Director (Dept.)	3
W70522 G.P. Trainees - Med Staff	5
W70523 G.P. Rotation	2
W71031 Acute Medicine - Med Staff	69
W71043 Coronary Angioplasty	1
W71046 Respiratory - Med Staff	19
W71047 Gastro - Med Staff	17
W71051 Haematology - Med Staff	8
W71056 Cardiology - Med Staff	17
W71071 Neurology - Med Staff	5
W71081 A&E - Med Staff	54
W71112 Diabetes and Endocrinology Med Staff	9
W72030 Emerg Surg Med Staff	4
W72031 General Surgery - Med Staff	25
W72033 Colorectal Surg Med Staff	11
W72034 Breast Surg Med Staff	6
W72035 Vascular Surg Med Staff	1
W72036 Med Staff Urology	14
W72046 Rheumatology - Med Staff	5
W72051 Orthopaedics - Med Staff	31
W72059 Ophthalmology - Med Staff	14
W72066 E.N.T. - Med Staff	14
W72071 Oral Surgery - Med Staff	1
W72072 Orthodontics - Med Staff	5
W72081 Oncology Med Staff	10
W72082 Palliative Care - Med Staff	3
W73031 Obs & Gynae - Med Staff	36
W73066 BBV Medicine - Med Staff	2
W73081 Paediatrics - Med Staff	41
W74031 Anaesthetics - Med Staff	60
W74041 Radiology - Med Staff	25
W74051 Pathology - Med Staff	14
Grand Total	532

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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

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