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Freedom of Information Act Disclosure log - Reply Extract

Response introduction

Plymouth Hospitals NHS Trust is confirming in accordance with section 1 (a) of the Act that it holds the information requested and is supplying it in accordance with section 1(b) unless otherwise specified.

Please find the answers to your questions noting that we have redacted the data set where numbers are five or fewer and in some cases have needed to provide banded information. This avoids a breach of the first two Data Protection Act principles. This is in accordance with section 40.-(2)(a) and (b) by virtue of section 40.-(3)(a)(i), the personal information exemption as described in the Freedom of Information Act. A detailed rationale is provided in the attached document L4.

The Trust Performance and Conduct Policy is available at:

<file:///C:/Users/edmundss.DERRIFORD/Downloads/TRW.HUM.POL.532.3-Performance-and-Conduct-Policy.pdf>

For request context

Plymouth Hospitals NHS Trust on 08/05/2017 had a staff head count of 6908.

We are providing the following information for context. The head count on 1st of April each year, Primary assignments only excluding bank and honorary staff.

2016	6655
2015	6472
2014	6429
2013	6180
2012	6039

You asked

Under the Freedom of Information Act 2000 I seek the following information, broken down by calendar year since January 2012 up until the most recently available data:

1. Number of cases of staff gross misconduct

Year	Number
2012	Five or fewer
2013	6
2014	15
2015	Five or fewer
2016	Five or fewer

2. Number of cases of staff gross misconduct broken down by action taken (e.g. disciplinary action, investigation, suspension with pay, dismissal)

2012

Disciplinary action short of dismissal	Five or fewer
Dismissal	Five or fewer
Suspension with pay	Five or fewer

2013

Disciplinary action short of dismissal	Five or fewer
Dismissal	Between 7 and 12
Suspension with pay	Five or fewer

2014

Disciplinary action short of dismissal	Five or fewer
Dismissal	Between 13 and 18
Suspension with pay	Between 7 and 12

2015

Disciplinary action short of dismissal	Five or fewer
Dismissal	Five or fewer
Suspension with pay	Five or fewer

2016

Disciplinary action short of dismissal	Five or fewer
Dismissal	Five or fewer
Suspension with pay	Five or fewer

3. If possible, the number of cases of gross misconduct broken down by type of staff (e.g. nurse)

2012

Nursing and midwifery	Five or fewer
HCA	Five or fewer
Other staff	Five or fewer

2013

Nursing and midwifery	Five or fewer
HCA	Five or fewer
Other staff	Five or fewer

2014

Nursing and midwifery	Five or fewer
HCA	Between 7 and 12
Other staff	Between 7 and 12)

2015

Nursing and midwifery	Five or fewer
HCA	Five or fewer

Other staff	Five or fewer
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2016

Nursing and midwifery	Five or fewer
HCA	Five or fewer
Other staff	Five or fewer