

Freedom of Information Request**Ref: UHB 17-261**

Date 19 May 2017

[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your request for information under the Freedom of Information Act 2000. The Trusts response is as follows:

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.

112

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

Please see table below. Please note the data provided refers to the total number of cases from January 2012 up until the most recently available data. We have not provided a breakdown per calendar month due to low numbers as we have considered that there is the potential for the individuals to be identified, when considered with other information that may be in the public domain. In our view disclosure of information would breach the Data Protection Act. Therefore please find that Section 40 (2) exemption contained within the Freedom of Information Act 2000 is engaged. Section 40 is the exemption for personal information.

Please also note the data provided does not include cases where the HR person supporting the case is no longer here.

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| Number of cases of alleged Gross Misconduct | 56 |
| Number of cases of alleged Gross Misconduct currently being investigated | 6 |
| Number of cases of Gross Misconduct resulting in dismissal | 24 |
| Number of cases of Gross Misconduct resulting in disciplinary action other than dismissal | 23 |
| Number of cases where no disciplinary action was taken | 3 |

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

We are unable to break the data down by staff as we do not hold this information.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. 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:

Trust Secretary
University Hospitals Bristol NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

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

If you are not content with the outcome of the internal 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

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely,

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