

Ref: FOI/GS/ID 6579

Please reply to:
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15 April 2021

Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to disciplinary cases under Maintaining High Professional Standards in the Trust for the financial years 2015/2020.

You asked:

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;

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

<i>Type of concern</i>	<i>Number of concerns</i>	<i>Number of formal investigations</i>	<i>Number of exclusions</i>	<i>Percentage of doctors in this group of BAME origin</i>	<i>Percentage of doctors in this group of female gender</i>
<i>Doctor's health</i>					
<i>Conduct</i>					
<i>Capability</i>					

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

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)

<i>No further action</i>	<i>Advice or Warning</i>	<i>Referral to the GMC</i>	<i>Dismissal</i>	<i>Resignation</i>	<i>Retirement</i>	<i>Other and Unknown</i>
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5. For these outcomes, please provide the following breakdown

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

6. For the following please provide the following costs

	<i>Salary Costs whilst excluded</i>	<i>Legal Costs to Trust</i>	<i>Estimated staffing costs to Trust (medical staffing/ investigators etc)</i>
<i>No further action</i>			
<i>Advice or warning</i>			
<i>Referral to the GMC</i>			
<i>Exclusion</i>			
<i>Dismissal</i>			
<i>Retirement</i>			
<i>Resignation</i>			
<i>Other and Unknown</i>			

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

Trust response:

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

2015/16 622
 2016/17 517
 2017/18 605
 2018/19 617
 2019/20 758

Percentage of medical workforce that is female;

2015/16 40%
 2016/17 38%
 2017/18 38%
 2018/19 38%
 2019/20 41%

Percentage of medical workforce that is BAME;

2015/16 39%
 2016/17 40%
 2017/18 40%
 2018/19 41%
 2019/20 44%

2.

	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
2015/16	Doctor's health					
	Conduct	5	5	2	60%	60%
	Capability					
2016/17	Doctor's health					
	Conduct	1	1	0	0	0%
	Capability					
2017/18	Doctor's health					
	Conduct	2	2	1	100%	50%
	Capability					
2018/19	Doctor's health					
	Conduct	5	5	1	100%	0%

	Capability					
2019/20	Doctor's health					
	Conduct	6	6	2	100%	0%
	Capability					
2020/21	Doctor's health					
	Conduct	2	2	0	50%	0%
	Capability					

3.

2015/16

- a) 14 days
- b) Unknown (records not maintained)

2017/18

- a) 5 months, 28 days

2018/19

- a) 2 months, 3 days

2019/20

- a) 2 months, 10 days
- b) 4 months, 21 days

4.

	No further action	Advice or Warning	Referral to the GMC	Dismissal	Resignation	Retirement	Other and Unknown
15/16	4	1					1
16/17	1						
17/18	1	1					
18/19	2	2			1		
19/20	2			3			
20/21	2						

5.

15/16	Percentage of doctors in this group of BAME origin	Percentage of doctors in this group of female gender	16/17	Percentage of doctors in this group of BAME origin	Percentage of doctors in this group of female gender	17/18	Percentage of doctors in this group of BAME origin	Percentage of doctors in this group of female gender	18/19	Percentage of doctors in this group of BAME origin	Percentage of doctors in this group of female gender
No further action	75%	25%	No further action			No further action	100%		No further action	100%	
Advice or warning	100%	100%	Advice or warning			Advice or warning	100%		Advice or warning	100%	

Referral to the GMC			Referral to the GMC			Referral to the GMC			Referral to the GMC		
Exclusion			Exclusion			Exclusion			Exclusion		
Dismissal			Dismissal			Dismissal			Dismissal		
Other and Unknown		100%	Other and Unknown			Other and Unknown			Other and Unknown	100%	

19/20	Percentage of doctors in this group of BAME origin	Percentage of doctors in this group of female gender	20/21	Percentage of doctors in this group of BAME origin	Percentage of doctors in this group of female gender
No further action	100%		No further action	50%	
Advice or warning			Advice or warning		
Referral to the GMC	100%		Referral to the GMC		
Exclusion	100%		Exclusion		
Dismissal	100%		Dismissal		
Other and Unknown			Other and Unknown		

6.

15/16

Salary cost while excluded - £11,906.40 (minimum)

Legal Costs - £0

Staffing costs – impossible to calculate

16/17

Salary cost while excluded - £0

Legal Costs - £0

Staffing costs – impossible to calculate

17/18

Salary cost while excluded - £49,039

Legal Costs - £0

Staffing costs – impossible to calculate

18/19

Salary cost while excluded - £0 (bank staff)

Legal Costs - £22,363.63

Staffing costs – impossible to calculate

19/20

Salary cost while excluded - £11,724.31 (1 staff, 1 bank)

Legal Costs - £16,190.40

Staffing costs – impossible to calculate

20/21

Salary cost while excluded - £0

Legal Costs - £0

Staffing costs – impossible to calculate

7. 2