

Compliance Team – Health Records

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FOI REQUEST NUMBER 231 2015

Request:

1. Please could you provide information on how many disciplinary hearings have been held for All staff , regardless of seniority ,at Hellesdon Hospital in the last five years.
2. Please categorise in numbers the types of hearings held, e.g. intoxicated whilst at work, sexual liaison with clients etc
3. How many were upheld and the resulting consequence for staff.

Response:

Thank you for your recent request under the Freedom of Information Act.

Please see attached document detailing the information we are able to release. Norfolk and Suffolk NHS Foundation Trust was founded in January 2012 following the merger between Norfolk and Waveney Mental Health NHS Foundation Trust and Suffolk Mental Health NHS Partnership Trust.

The Trust provides a complaints procedure to deal with complaints about the Trust's handling of requests for information. If you feel you need to make a complaint, in the first instance, you should contact a Non-Executive Director via the Chair of the Trust. If you feel you have exhausted our internal complaints procedure, you also have the right and may feel you wish to write to the Information Commissioner who can be contacted on telephone number 01625 545740 or at www.ico.gov.uk.

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The table below illustrates the number of disciplinarys held between 2012 – 2015 that took place across the Norfolk localities within Norfolk and Suffolk NHS Foundation Trust (NSFT) and the resulting sanctions:

Year	Number of Cases	Hearings scheduled but not concluded	Total no. of cases considered at formal hearing	Verbal Warning	First Written Warning	Final Written Warning	Dismissal
2012	42	0	20	10	7	7	1
2013	40	0	26	3	10	7	5
2014	55	0	25	8	6	10	6
2015	32	16	9	0	4	1	2

Please note:

- We are aware that the initial request asked for the number of disciplinarys that took place at Hellesdon Hospital. We are unable to provide the information in the format requested as our database records disciplinarys according to locality service lines, as opposed to geographical locations, i.e. Hellesdon.
- Due to the specific nature of each disciplinary we are unable to provide disciplinary categories to ensure confidentiality.
- The information provided covers the period from 2012 – present day.