

Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department

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Email: foi@wwl.nhs.uk

Web: www.wwl.nhs.uk

Ref: FOI/2025/10598

Date Received: 18th March 2025

Response Due: 15th April 2025

Date: 15th April 2025

Dear Sir/Madam

With reference to your request for information received on 18th March 2025, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

I am looking for the following information under the Freedom of Information Act because I cannot see it on your website or any publication.

1. How many doctors work for your trust? By the term doctor, I mean those who treat patients, not those with a PhD, and/or who are not clinicians.
569.

2. Break these into their ethnic groups and their corresponding grades e.g., white, black, Asian or whichever way you ethnically monitor your staff. If, for example, positions have fewer than five doctors in their grade and ethnicity, please use an asterisk and explain there are fewer than five.

Please see attached.

The Trust has a standard procedure of not releasing information when the data involved is less than 5. This is because we feel that such low numbers could make the individuals involved identifiable and therefore may cause undue harm and distress.

To disclose this information would:

a) Contravene the Data Protection Act principles in that it would amount to unfair and possibly unlawful processing, as there was a legitimate expectation by the third parties that this information would remain confidential, and

b) Disclosure may cause damage or distress to the individual(s) involved, and that damage or distress would be unwarranted (section 10 of the DPA).

3. Provide a key to explain your grading system e.g. lowest to the highest band or vice versa.

The attached table is listed from lowest to highest grade.

4. In the following years, how many complaints did you receive about doctors under MHPS during the following years? 1 Jan-31 Dec 2021; 1 Jan-31 Dec 2022; 1 Jan-31 Dec 2023; 1 Jan-31 Dec 2024.

2021 = 1.

2022 = 1.

2023 = 0.

2024 = 8.

5. Please break these down into ethnic groups e.g., white, black, Asian or whichever way you record your data for the corresponding years. If your numbers are fewer than five, then use an asterisk.

2021 = x1 Asian/Asian British.

2022 = x1 Asian/Asian British.

2023 = N/A.

2024 = x6 Asian and x2 White British.

6. Of these complaints, how many resulted in your investigating them? Please list these in the corresponding years.

2021 = 1.

2022 = 1.

2023 = N/A.

2024 = 1. *Please note that the remaining 7 cases were managed under the Trust Fast Track Disciplinary process. This is used in circumstances that don't include concerns around medical practice and where the individual involved accepts responsibility. Under this process, an investigation is not undertaken.

7. Please break these down into ethnic groups e.g., white, black, Asian or whichever way you record your data for the corresponding years. If your numbers are fewer than five, then use an asterisk.

2021 = x1 Asian/Asian British.

2022 = x1 Asian/Asian British.

2023 = N/A.

2024 = x1 Asian/Asian British.

8. Of these investigations, how many resulted in a sanction, adverse judgement or other disciplinary action? Please be clear about what the sanction was. Please list these in the corresponding years.

2021 = First written warning.

2022 = Ranging from final written warning to dismissal.

2023 = N/A.

2024 = x6 First written warning, x1 final written warning, x1 case remains ongoing. Again, these sanctions were applied using the Fast Track Disciplinary process.

9. Please break these down into ethnic groups e.g., white, black, Asian or whichever way you record your data for the corresponding years. If your numbers are fewer than five, then use an asterisk.

2021 = x1 Asian/Asian British.

2022 = x1 Asian/Asian British.

2023 = N/A.

2024 = First written warning: x5 Asian and x1 White British and Final written warning: x1 White British.

10. Of all complaints how many resulted in a doctor being suspended during the inquiry? Please list these in the corresponding years.

2021 = 0.

2022 = 0.

2023 = N/A.

2024 = 1.

11. Please break these down into ethnic groups e.g., white, black, Asian or whichever way you record your data for the corresponding years. If your numbers are fewer than five, then use an asterisk.

2021 = N/A.

2022 = N/A.

2023 = N/A.

2024 = x1 Asian.

12. Of all the complaints how many did you refer the doctor to the GMC? Please list these in the corresponding years.

2021 = 0.

2022 = 1.

2023 = N/A.

2024 = 0.

13. Please break these into ethnic groups e.g., white, black, Asian or whichever way you record your data for the corresponding years. If your numbers are fewer than five, then use an asterisk.

2021 = N/A.

2022 = x1 Asian/Asian British.

2023 = N/A.

2024 = N/A.

14. During your considering complaints, what is the average length of your investigations?

2021 = 6 months.

2022 = 1 month.

2023 = N/A.

2024 = No investigations undertaken in relation to 7 cases, and 1 case is still ongoing.

15. Please give the average length of your considering a complaint in terms of ethnic groups e.g., white, black, Asian or whichever way you record your data. If your numbers are fewer than five, then use an asterisk.

2021 = x1 Asian/Asian British, 6 months.

2022 = x1 Asian/Asian British, 1 month.

2023 = N/A.

2024 = N/A.

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Juliette Tait
Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111