

Freedom of Information Request

Reference Number: [EPUT.FOI.24.3779](#)

Date Received: 21/10/2024

Information Requested:

Please provide the following data for each of the specified financial years:

1. Number of Formal Disciplinary Cases: (Substantive)

- [April 2019 – March 2020](#)

[50 cases](#)

- [April 2020 – March 2021](#)

[37 cases](#)

- [April 2021 – March 2022](#)

[35 cases](#)

- [April 2022 – March 2023](#)

[45 cases](#)

- [April 2023 – March 2024](#)

[63 cases](#)

- [April 2024 – Present \(to the most recent date available\) Up to the 28 October 2024](#)

[37 cases](#)

2. Investigation Duration:

- a. What was the average duration (in calendar days) of formal disciplinary investigations for each of the above financial years? This information is provided for substantive cases only

- [April 2019 – March 2020](#)

[112 days](#)

- April 2020 – March 2021

138 days

- April 2021 – March 2022

94 days

- April 2022 – March 2023

133 days

- April 2023 – March 2024

132 calendar days

b. Please also include the average duration of formal disciplinary investigation for the current year / open investigation to date. April 2024 – 28 October 2024

147 days

c. What was the longest formal investigation (in calendar days) in each of the above financial years?

- April 2019 – March 2020

362 days

- April 2020 – March 2021

336 days

- April 2021 – March 2022

370 days

- April 2022 – March 2023

651 days

- April 2023 – March 2024

333 days

- April 2024 – 28 October 2024

651 days (same case as above)

d. What was the shortest formal investigation (in calendar days) in each of the above financial years?

- April 2019 – March 2020

7 days

- April 2020 – March 2021

1 day

- April 2021 – March 2022

7 days

- April 2022 – March 2023

12 days

- April 2023 – March 2024

1 day

- April 2024 – 28 October 2024

5 days

e. How many people were suspended in each of the financial years, including April 2024 to date.

- April 2019 – March 2020

6

- April 2020 – March 2021

18

- April 2021 – March 2022

19

- April 2022 – March 2023

14

- April 2023 – March 2024

30

- April 2024 – 28 October 2024

21

3. Additional Information:

- a. Are there any policies or standard operating procedures your organisation follows regarding the timeframes or guidelines for formal disciplinary investigations? If so, please provide copies or summaries of these policies.**

Please see attached PDF

- b. Have there been any changes in disciplinary procedures, guidelines, or frameworks during the requested period (April 2019 – Present)? If so, please describe the changes or provide copies of the relevant documentation.**

01 July 2021 Reviewed in accordance with Chair, NHS improvement recommendations

09 October 2024 Transferred into new template and three year review completed

Introduction of concerns panels to improve independent oversight and scrutiny of formal procedures; implementation of recommendations from Independent Review

- c. What are the common themes for disciplinary cases in your organisation during this period (e.g., misconduct, policy violations, discrimination, etc.)?**

This information has been provided for April 2024 – 28 October 2024 for substantive cases only

Sexual Harassment

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link
<https://eput.nhs.uk>