

## **Freedom of Information Request: Our Reference CTHB\_82\_19**

### **You asked:**

How many members of staff in each of the last 5 years

1. Have faced disciplinary action?
2. What area were they working in?
3. What staff level were they at – ie standard member of staff or management?
4. What were the allegations they faced for the disciplinary action?
5. What was the outcome of disciplinary action?
6. Was the matter referred to the police and was there any prosecution or investigation ongoing?

### **Our response:**

Cwm Taf University Health Board employs over **8,000** staff of which, only a small percentage of staff face disciplinary action each year.

The response regarding disciplinaries for Cwm Taf University Health Board is as follows:

#### **2013**

1. 24 staff members have faced disciplinary action using the UHB Disciplinary Policy.
2. Areas of work identified are Localities, Acute Medicine, Acute Surgery, Mental Health, Facilities, Anaesthetics, Critical Care and Theatres (ACT), Corporate and Estates.
3. Staff levels are a mixture of standard member of staff, medical staff and management.
4. Themes of Allegations : failure to meet care needs, unprofessional behaviour or conduct, theft, fraud, protection of vulnerable adult (POVA), timekeeping, dignity at work, breach of confidentiality, sleeping on duty, police arrest, dealing in counterfeit goods, social media posts, domestic violence, non-adherence to policy.
5. Outcomes are dismissal, final written warning, written warning, action short of dismissal, warning and downgrading, summarily dismissed, verbal warning, resignation before hearing, no case to answer.
6. In line with the All Wales Disciplinary Policy, if following an initial assessment indications are that a criminal offences may have been committed, these matters will be discussed with the appropriate senior manager and reported to the Police. We do not centrally record if there was a prosecution or investigation ongoing.

#### **2014**

1. 47 staff members have faced disciplinary action using the UHB Disciplinary Policy.

2. Areas of work identified are Mental Health, Acute Medicine, Children & Young People, Localities, Facilities, Acute Surgery, Bank Staff, Facilities, Child and Adolescent Mental Health Service (CAMHS).
3. Staff levels were a mixture of standard member of staff and management.
4. Themes of Allegations : police investigation, inappropriate attitude, unacceptable behaviour, sleeping on duty, breach of confidentiality, inappropriate conduct, record keeping, protection of vulnerable adult (POVA), failure to document correctly, inappropriate behaviour, inappropriate use of health board property, dignity at work, fraud, medication error, police caution, theft, failure to meet care needs, social media posts, breach of policy, clinical practice, falsification of information, attitude and rudeness.
5. Outcomes are verbal warning, action short of dismissal, final written warning and downgrading, written warning, breach of contract (terminated), dismissal, formal counselling and resignation.
6. In line with the All Wales Disciplinary Policy, if following an initial assessment indications are that a criminal offences may have been committed, these matters will be discussed with the appropriate senior manager and reported to the Police. We do not centrally record if there was a prosecution or investigation ongoing.

## **2015**

1. 18 staff members have faced disciplinary action using the UHB Disciplinary Policy.
2. Areas of Work identified are Facilities, Acute Medicine, Localities, Mental Health, Therapies, Obstetrics and Gynaecology, Clinical Support, Performance and Information, Child and Adolescent Mental Health Service (CAMHS) and Acute Surgery.
3. Staff levels were a mixture of standard member of staff and management.
4. Themes of Allegations : police charge actual bodily harm (ABH), falsify records, inappropriate language/aggression, protection of vulnerable adult (POVA), speaking inappropriately, record keeping, sleeping on duty, breach of confidentiality, undermining management, crossing professional boundaries, inappropriate behaviour, failure to adhere to de-escalation techniques, failure to adhere to financial controls procedures.
5. Outcomes: dismissal, resigned before hearing, verbal warning, offered alternative role, action short of dismissal and downgrading, final written warning and summarily dismissed.
6. In line with the All Wales Disciplinary Policy, if following an initial assessment indications are that a criminal offences may have been committed, these matters will be discussed with the appropriate senior manager and reported to the Police. We do not centrally record if there was a prosecution or investigation ongoing.

## **2016**

1. 35 staff members have faced disciplinary action using the UHB Disciplinary Policy.
2. Areas of Work identified are Mental Health, Localities, Anaesthetics, Critical Care and Theatres (ACT), Facilities, Head and Neck, Acute Medicine, Clinical Support, Obstetrics and Gynaecology, Acute Surgery, Primary Care and Corporate.
3. Staff levels were a mixture of standard members of staff and management.
4. Themes of Allegations : record keeping (neglect of patient), failure to comply with/follow health board policy, falsification of records, failure to interpret CTG, unsafe nursing practice, worked outside of nursing scope of role, timekeeping, inappropriate care to patient, social media post, assault of patient, breach of confidentiality, failed to notify employer of drink driving offence, protection of vulnerable adult (POVA), cared for high risk patient in inappropriate setting, inappropriate interaction with service user, falsified sickness absence, patient left unattended, failure to refer patient for investigation, fighting on duty and theft.
5. Outcomes are dismissal, summarily dismissed, written warning, final written warning, final written warning and downgraded, action short of dismissal final written warning and downgraded.
6. In line with the All Wales Disciplinary Policy, if following an initial assessment indications are that a criminal offences may have been committed, these matters will be discussed with the appropriate senior manager and reported to the Police. We do not centrally record if there was a prosecution or investigation ongoing.

## **2017**

1. 33 staff members have faced disciplinary action using the UHB Disciplinary Policy.
2. Areas of Work identified are Mental Health, Localities, Acute Medicine, Performance and Information, Estates, Anaesthetics, Critical Care and Theatres (ACT), Bank Staff, Therapies, Obstetrics and Gynaecology, Facilities and Clinical Support.
3. Staff levels were a mixture of standard members of staff and management.
4. Themes of Allegations : verbal abuse, police allegations, suspension order from Nursing and Midwifery Council, theft, dignity at work, fraud, falsification of records, fraud, consuming alcohol in work, inappropriate relationship with patient, failure to disclose court case to employer, protection of vulnerable adult (POVA), assault of patient, breach of confidentiality, aggressive in meeting, inadequate repair (patient safety risk), complaint against individual, fabrication of patient details, neglect of patient, sleeping on duty, acting outside scope of practice, bullying and harassment and undeclared second job.

5. Outcomes are summarily dismissed, dismissal, action short of dismissal final written warning and downgrading, final written warning, resigned before hearing, verbal warning and no case to answer to allegations.
6. In line with the All Wales Disciplinary Policy, if following an initial assessment indications are that a criminal offences may have been committed, these matters will be discussed with the appropriate senior manager and reported to the Police. We do not centrally record if there was a prosecution or investigation ongoing.

## **2018**

1. 26 staff members have faced disciplinary action using the UHB Disciplinary Policy.
2. Areas of Work identified are Acute Medicine, Mental Health, Facilities, Localities, Child and Adolescent Mental Health Service (CAMHS), Therapies, Acute Surgery and Corporate.
3. Staff levels were a mixture of standard members of staff and management.
4. Themes of Allegations : theft, sleeping on duty, police allegations, aggressive behaviour, accessing locked cabinet, threatening behaviour, attitude and bullying, verbal abuse of patient, protection of vulnerable adult (POVA), working whilst off sick, record keeping, court hearing, fraud, failed to follow health board policy, failed to meet standards of performance, falsified records, whistleblowing and inappropriate behaviour towards female colleagues.
5. Outcomes are dismissal, verbal warning, final written warning, written warning, no case to answer, ongoing (where appeal been made against outcome).
6. In line with the All Wales Disciplinary Policy, if following an initial assessment indications are that a criminal offences may have been committed, these matters will be discussed with the appropriate senior manager and reported to the Police. We do not centrally record if there was a prosecution or investigation ongoing.