

You asked:

Since establishment of Cwm Taf University Health Board on 01 October 2009:

Please note that Cwm Taf Morgannwg University Health Board was established on 1 April 2019. Therefore the data from this point on includes the staff that transferred over from the previous Abertawe Bro Morgannwg University Health Board, following the boundary change.

The figures provided in the response below are for the period 1.10.2009 until 12.10.2020.

1. How many permanent and temporary (locum) employees have been dismissed?

Since the establishment of the Health Board on 1st October 2009, a total of 208 employees have been dismissed.

Of these 208 staff, 182 staff were permanent employees. A further 26 staff were recorded as being dismissed from fixed term, temporary positions. The Health Board is legally required to follow the statutory dismissal procedure, to fairly end these types of employment contracts.

2. How many of those were non clinical staff?

74 of the staff dismissed were non-clinical staff.

3. How many of those were managers?

Of the 208 employees dismissed from the Health Board, a total of 42 were in management grades.

For the purpose of this response, any staff member employed in a Band 6 Agenda for Change post, in a Specialty Registrar, Doctor and Consultant post employed in a medical and dental post have been deemed to be "Managers".

4. How many of those were due to capability issues?

A total of 107 staff were dismissed due to capability. Capability dismissals within the Health Board can occur either in accordance with the Managing Attendance at Work Policy (dismissal on the ground of ill health capability) or the Capability Policy (dismissal on the grounds of unsatisfactory performance). The Health Board does not currently break capability dismissals down under these two policy headings.

5. How many of those were due to gross misconduct issues?

In accordance with the NHS Wales Disciplinary Policy and Procedure dismissal is normally considered to be the appropriate action following an act of gross misconduct or a serious continued failure to meet required

standards. It is also an appropriate sanction where there is a failure to reach the required standards which, have been specified in a previous warning(s).

During the reference period of time 101 dismissals will be due to an act of gross misconduct.

6. How many of those were due to communication issues?

Our Electronic Staff Record (ESR) does not have a category to record dismissals as a result of communication issues, therefore we are unable to provide a response to this question.