

John Morley (Public Health Wales)

From: FOI (Public Health Wales)
Subject: FW: FOI Disciplinaries and Training
Attachments: Staff Survey.docx

In regards to your request for information under the freedom of information act detailed here:

Please can you provide the following data for the period 2010-2015 (or as far back as possible in the range) by these broad ethnic groups:

Data on the disciplinary process:

- Number and percentage of disciplinaries
- What are the main reasons for disciplinaries
- Outcomes of disciplinaries
- Number and percentages of dismissals

Data on staff accessing non mandatory training and Continuous Professional Development (CPD):

- Percentages and numbers days training received
- Broken down by categories of training received (if possible)
- Your Trust's staff survey data on bullying, harassment, career progression and overall discrimination

Our Answer

Public Health Wales does not collect or collate ethnic information in disciplinary cases, therefore we do not hold the information you request. However, I am able to provide you with the numbers of cases and their outcomes

Public Health Wales Disciplinary Cases April 2011 – March 2015

- | | |
|---|--|
| • Breach of Confidentiality (3) | Dismissed
Unfounded
Informal Resolution |
| • Gross Negligence/Serious Prof. Misconduct (2) | Final Written Warning
Final Written Warning |
| • Capability (2) | Dismissed
Ongoing |
| • Sexual Harassment (2) | Written Warning
Ongoing |
| • Dishonesty (2) | Dismissal
Dismissal |

- Falsifying Documents/Failure to meet Service Standards Dismissed
- Alcohol in Workplace Ongoing
- Inappropriate Behaviour Informal Resolution
- Failure to follow H&S instructions Ongoing
- Unauthorised Absence Informal Resolution
- Fraud Dismissal
- Serious breach of Information Governance standards Final Written Warning
- Inappropriate Use of Social Media Ongoing

In regards to the second part of your question about CPD, we do not collect this information centrally, as it would be collected by individual's or their managers as part of CPD.

I enclose as an attachment the last full survey (2013) of Public Health Wales staff in answer to your request for data on bullying and harassment.

If I can assist any further please come back to me.

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 the decision, you should write to the Corporate Complaints Manager, Public Health Wales NHS Trust, Unit 1 Charnwood Court, Heol Billingsley, Parc Nantgarw Cardiff, CF15 7QZ.

If you are not content with the outcome of your complaint or review, you may apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Trust. The Information Commissioner can be contacted at:

Information Commissioner for Wales
 2nd Floor
 Churchill House
 Churchill Way
 Cardiff
 CF10 2HH
 Telephone: 029 2067 8400
 Email: wales@ico.org.uk

Kind regards

John

Ivor John Morley

Rheolwr Llyodraethu Gwybodaeth, Iechyd Cyhoeddus Cymru, Teml Heddwch ac Iechyd, Caerdydd
CF10 3NW
Information Governance Manager, Public Health Wales, Temple of Peace and Health, Cardiff CF10 3NW

WHTN: 1809 5723 (direct line)
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Twitter: @IechyddCyhoeddus / @Public Health Wales
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Rydym yn croesawu gohebiaeth yn y Gwmraeg neu'r Saesneg
We welcome correspondance in Welsh or English

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fe allai achub dy fywyd.

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