



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Freedom of Information request to Public Health Wales

FOI Reference:

FOI 200

Date request received

13 March 2019

Date information is due to be sent

10 April 2019

Information requested:

I am making a request under the Freedom of Information Act for the following:

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

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

Information provided for the answer:

Thank you for your email dated 13th March 2019. Please find below the answers to your questions. Where there is no detail specifying the number of staff in that category, the answer is less than 5 and in the interest of protecting the staff members Data Protection rights, we have kept this confidential.

Please see information in regard to requested information
In the last 5 years –

- 1) - how many members of staff have faced disciplinary action – 12
- 2) - what area were they working in - Exemption (s40 (2)) See below
- 3) - what staff level were they at - Exemption (s40 (2)) See below

4) - what were the allegations -

- Behaviour - 1
- breach of confidentiality - 2
- misconduct - 9

5) - outcome of disciplinary action -

- left organisation by mutual agreement 1
- verbal warning 1
- first written warning 2
- final warning 1
- no case to answer 1
- dismissed 2
- ongoing 4

6) - was the matter referred to the police and was there any prosecution or investigation ongoing - We have had one incident reported to the police.

As the information requested relates to individuals, this makes it the personal data of those people involved. Whilst I am happy to release the answers to most of your questions, providing the level of detail in relation to the parts of the organisation may in my opinion result in me releasing sufficient information to enable the individuals to be identified. This would be deemed to be unfair processing and would breach the first Data Protection Principle.

Therefore I am happy to answer questions 1,4,5&6 but for questions 2&3 I am engaging the exemption provided by s40(2) of the Freedom of Information Act 2000 as the information requested constitutes the personal data of another.

If you need any further assistance, please do not hesitate to contact us at the address below.

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, 3, Number 2, Capital Quarter, Tyndall Street, Cardiff, CF10 4BZ.

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