

Request title:

## Staff disciplinary Clause & disciplinary process

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Reference Number: F4866  
Date of Response: 26/08/2022

Further to your Freedom of Information Act request, please find the Trust's response, in **blue bold text** below:

### **Royal Devon's Eastern FOI Office Response**

The following clause, or one of similar meaning, has been used in multiple documents, and also delivered verbally, to a number of nurse employees who have undergone, or are undergoing, a Trust investigation or Disciplinary Process. It is used in reference to 'whatever' is discussed at a meeting or hearing and also to the investigation and process itself. All these matters are ordered to be:

**'confidential and must not be discussed with anyone, including your colleagues or anyone external to the organisation'.**

My request is:

In the last three years, **how many** employees of the Royal Devon and Exeter Foundation Trust, have been investigated or put through a disciplinary process, or are being investigated or are going through a disciplinary process, in which the above phrase (or one of similar meaning) has been used either in writing or verbally or both.

**From 1st August 2019 – 31st July 2022, there have been 67 employees subject to a formal disciplinary investigation. 9 of these cases were investigated for reason on bullying and harassment and therefore conducted in line with the Trust's Prevention of Harassment and Bullying Policy, and 58 cases were conduct related and held in line with the Trust's Disciplinary and Appeals Policy.**

**The wording used is similar to "This process is confidential and I ask that you maintain the confidentiality of this process by not discussing this with your colleagues or anyone external to the organisation. You may however seek advice from your Trade Union representative if you wish to do so."**

**The figures noted above are in relation to formal investigation processes only.**

And:

In the process of undergoing an investigation or disciplinary procedure, how many months in total have employees been suspended on full pay - also in the last three years?

**Eastern Services began to record suspensions centrally since 1st July 2021, therefore the following information refers to the time period 1st July 2021 – 31st July 2022 for Eastern services only.**

**There have been 11 cases of suspension recorded, totalling 39.5 months.**