

Our reference: /FOI D10631

3<sup>rd</sup> October 2022

[request-892310-1faf26b7@whatdotheyknow.com](mailto:request-892310-1faf26b7@whatdotheyknow.com)

Graham Duckworth

Dear Graham,

Information Governance  
Department  
Freedom of Information Team  
Bury New Road  
Prestwich  
Manchester  
M25 3BL

Tel: 0161 358 1760  
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**RE: FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST - REF: D10631**

Please find our Trust's response in relation to your request for information under the Freedom of Information Act.

***Please provide numbers of all dismissals and warnings by employee band between 2015 and 2018 by year.***

Please see below details of **dismissals** by employee band between 2015 and 2018 by year.

**Dismissals**

Year and Band	Headcount
<b>2015</b>	<b>38</b>
Band 2	10
Band 3	9
Band 4	4
Band 5	11
Band 6	4
<b>2016</b>	<b>28</b>
Band 2	7
Band 3	4
Band 4	2
Band 5	5
Band 6	8
Band 7	1
Band 8 A	1

The Trust is committed to safeguarding children, young people and vulnerable adults and requires all staff and volunteers to share this commitment.

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<b>2017</b>	<b>33</b>
Band 2	9
Band 3	10
Band 4	2
Band 5	3
Band 6	2
Band 7	4
Band 8 A	1
Band 9	1
Medics	1
<b>2018</b>	<b>24</b>
Band 2	10
Band 3	3
Band 4	3
Band 5	3
Band 6	2
Band 7	3
<b>Grand Total</b>	<b>123</b>

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Please see below details of **warnings** by employee band between 2015 and 2018 by year.  
Please note, a number of different recording systems were being used during this timeframe due to two trusts merging and some allowed for bandings to be recorded and others did not.  
Whilst we have been able to list total numbers of warnings issued in each year, we are only able to break it down into bandings for some years, and for these years can only provide bandings for some of the warnings issued not the total number.

## Warnings

Year and Band	Headcount
<b>2015</b>	<b>12</b>
Band	Band data for 2015 not held
<b>2016</b>	<b>12</b>
Band 2	1
Band 3	2
Band 4	0
Band 5	3
Band 6	0
Band 7	0
Band 8 A	0
<b>2017</b>	<b>12</b>
Band 2	1
Band 3	1
Band 4	1
Band 5	3
Band 6	0
Band 7	1
Band 8 A	0
Band 9	0
Medics	0
<b>2018</b>	<b>8</b>
Band 2	0
Band 3	0
Band 4	0
Band 5	2
Band 6	0
Band 7	1
<b>Grand Total</b>	<b>44</b>

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I hope the information provided above is to your satisfaction. If you are unhappy with the way, the Trust has handled your request you may request an internal review.

If you require an internal review please write to Andrea Cloke, Information Governance Manager, at the address above. A request for an internal review should be submitted within 40 working days of the day this response was sent. Any such request received after this time will only be considered at the discretion of the Trust.

If you are not happy with the outcome of the internal review you have the right to apply directly to the Information Commissioner: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

The FOI Team  
Freedom of Information Department  
Greater Manchester MH NHS Foundation Trust

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For any named personnel provided in this Freedom of Information response, they do not wish to receive direct marketing, to do so would contravene GDPR and the Data Protection Act 2018.

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