

## **Freedom of information request – our ref 11/12 – 251**

### **Compensation to Doctor of 4.5 million GBP**

#### **1. what steps were taken to prevent this situation by the management staff?**

Prior to the event the Trust had, and still does have a range of policies and procedures that set standards in relation to equality and bullying and harassment and training programmes to underpin those expectations.

#### **2. what lessons have been learned?**

We took the tribunal judgement extremely seriously and immediately had an independent review carried out. This found no evidence of widespread discrimination across the trust and has helped us shape further improvements to ensure that what happened in the past is never repeated in the future.

Over 8,000 people work at our Trust and we value and respect each and every person for the outstanding contribution that they make.

We make it very clear that we simply do not tolerate bullying, harassment and discrimination under any circumstances and will ensure that there can be no repetition of the behaviour identified by the Tribunal.

#### **3. what impact will the payment have on patient care?**

The payment is included in our financial planning. As with all financial planning our primary aim is always quality of patient care.

#### **Response issued by**

**FOI Lead on behalf of The Mid Yorkshire Hospitals NHS Trust**

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