

Information Governance Office
CR2-Clinical Records
Maudsley Hospital
Denmark Hill
London
SE5 8AZ

Email: foi@slam.nhs.uk

5th June 2015

Dear Mrs Hardy,

RE: Your Information Request

Thank you for your request for information received on 11th May 2015 regarding Numbers of appeals against dismissal heard, and the number upheld, by directorate/CAG/division under the terms of the Freedom of Information Act (2000).

You requested copies numbers of appeals against dismissal heard and additionally upheld by directorate/CAG/division per quarter from 2010 to date.

We are only able to provide information from February 2011, when our employee relations system was implemented. Prior to this time cases were held as paper records, in order to provide information for this period, it will require extensive resources to review the records and extract the information which will take the cost of processing the request over the appropriate limit set for NHS organisations.

Please find listed below all the recorded cases appeals against dismissal and outcomes from February 2011. The dismissals for all years include all reasons for dismissal such as disciplinary, redundancy and capability which covers both sickness dismissals and performance dismissals.

Total appeals against dismissal in 2011

CAG	Number of appeals against dismissal
Behavioural and Development Psychiatry	9
Mental for Older Adult	1
Children and Adolescent Services	1
Psychosis	4
Psychological Medicine	1
Mood and Personality	1

Outcome of appeals in 2011

Appeals upheld	1
Appeals dismissed	15
Appeals withdrawn	1

Total appeals against dismissal in 2012

CAG	Number of appeals against dismissal
Corporate	7
Addictions	3
Children and Adolescent Services	3
Psychosis	4
Psychological Medicine	1
Mental Health for Older Adult	1
Behavioural and Development Psychiatry	2

Outcome of appeals in 2012

Appeals upheld	4
Appeals dismissed	15
Appeals withdrawn	2

Total appeals against dismissal in 2013

CAG	Number of appeals against dismissal
Behavioural and Development Psychiatry	2
Mental Health for Older Adult	1
Corporate	1
Psychosis	3
Psychological Medicine	2

Outcome of appeals in 2013

Appeals upheld	5
Appeals dismissed	4
Appeals withdrawn	0

Total appeals against dismissal in 2014

CAG	Number of appeals against dismissal
Behavioural and Development Psychiatry	2
Mood and Personality	1
Psychosis	5
Psychological Medicine	1

Outcome of appeals in 2014

Appeals upheld	3
Appeals dismissed	6
Appeals withdrawn	2

Total appeals against dismissal to date in 2015

CAG	Number of appeals against dismissal
Behavioural and Development Psychiatry	1
Corporate	2
Psychosis	1
Psychological Medicine	1

Outcome of appeals in 2015

Appeals upheld	3
Appeals dismissed	1
Appeals withdrawn	1

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If you have any queries about this letter or 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 our decision, please do not hesitate to contact the Information Governance Office via foi@slam.nhs.uk

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

The Information Commissioner's Office
Wycliffe House
Water Lane

Wilmslow
Cheshire SK9 5AF

Yours sincerely

A handwritten signature in black ink, appearing to read 'Toyin Kazeem', is centered within a light blue rectangular box.

Toyin Kazeem
Information Governance Assurance Officer