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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd/Chair: **Emma Woollett**
Prif Weithredwr/Chief Executive: **Tracy Myhill**

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 6th October 2020
Ein Cyf / Our Ref: 20-H-009

☎ 01639 648363

✉ FOIA.Requests@wales.nhs.uk



Corporate Services
Headquarters
1 Talbot Gateway
Baglan
Port Talbot, SA12 7BR

Dear ,

I refer to your Freedom of Information Act Request acknowledged by ourselves on 6th August 2020. Your request sought information relating to nursing disciplinary action.

Please note that from 1st April 2019 responsibility for providing healthcare services for people in the Bridgend County Borough Council area transferred from Abertawe Bro Morgannwg University Health Board to Cwm Taf Morgannwg University Health Board. In light of this change to ABMU's responsibilities, the organisation's name has changed to Swansea Bay University Health Board. However as this response asks for data prior to 1st April 2019, we have provided the information that ABMU Health Board held which will include Bridgend data.

1. How many nurses and midwives were on gardening leave in 2015-16, 2016-17, 2017-18, 2018-19 and 2019-20?

You clarified on 8th September 2020 you mean an employee's suspension from work on full pay for the duration of a notice period.

Prior to August 2019, these records were kept manually and to obtain this information would involve a manual trawl and search of records which we have estimated would significantly exceed the 18 hours limit set down by the FOI Act as the reasonable limit. Section 12 of the FOI Act provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

However, since August 2019 a new HR case management software system was been installed within the Health Board. However this system is still in its infancy and therefore we are still working with the external company on fine tuning the



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Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

system to be able to provide this data in future. Therefore at present we are unable to provide the data for 2019-20, as this would currently still involve a manual trawl and search of records.

2. How many nurses and midwives have been referred to the Nursing and Midwifery Council in the above years?

Please note that we do not hold this information by financial year, therefore have provided it by calendar year.

2015 - 20 individuals referred

2016 - 17 individuals referred

2017 - 31 individuals referred

2018 - 11 individuals referred

2019 - 15 individuals referred

3. How many nurses and midwives have been on report or undergone disciplinary action in the above years?

You clarified on 8th September 2020 that by "on report" you mean subject to a complaint.

Swansea Bay Health Board does not hold this information centrally. Our systems do not allow us to filter disciplinary status along with profession, therefore we cannot isolate nurses and midwives to provide this figure.

4. How many babies were delivered by midwives who were on report or undergoing disciplinary action in the above years?

Swansea Bay Health Board does not hold this information centrally. To obtain this information would involve a manual trawl and search of patient records then manually cross referenced with staff records which we have estimated would significantly exceed the 18 hours limit set down by the FOI Act as the reasonable limit. Section 12 of the FOI Act provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

I hope this information is helpful. If you require anything further please contact us at FOIA.Requests@wales.nhs.uk.

Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via FOIA.Requests@wales.nhs.uk.

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.



Yours sincerely

A handwritten signature in black ink that reads "P. a. wenger". The signature is written in a cursive style with a large initial "P" and a lowercase "a" and "wenger" following.

Pam Wenger
Director of Corporate Governance

