



Kent and Medway

NHS and Social Care Partnership Trust

Information Governance & Records Management Department

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Sent via email

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Dear [REDACTED]

Request for Information

I write further to your request FOI ID 43896 under the Freedom of Information Act 2000 regarding:-

MHPS procedure

Your request is set out below:

- In the last three years (2021, 2022 and 2023), how many medical staff were taken through the MHPS procedure as outline in the 'POLICY AND PROCEDURE FOR MAINTAINING HIGH PROFESSIONAL STANDARDS FOR MEDICAL PRACTITIONERS'?

10

- How many of these MHPS cases?
 1. Were resolved with no further action?

2

2. went to a formal hearing?

0

3. ended with a recommendation for additional training?

6

4. ended in disciplinary action following an investigation? And what was this action (eg written warning/ final written warning/ Termination of contract etc)

0

- Please provide all the outcomes of these cases.

We are proud to be smoke free

Trust Chair – Dr Jackie Craissati
Chief Executive – Sheila Stenson

Resolved no further action	Additional training requirements	Learning for the Trust	Ongoing
2	6	1	1

- For all cases, please provide a breakdown of
 - gender

Male	Female
8	2

- ethnicity

Asian or Asian British	Black or Black British	White	Not stated
3	4	2	1

- whether Full time of Less Than Full Time

Full time	Less than full time
9	1

- Grade (Consultants, SAS, Junior Doctor, other)

Consultant / Acting consultant	Specialty Doctor / Registrar
8	2

- Please provide length of time from start to finish of each case.

Length of time from start to finish ranges from 3 months to 2 years and 5 months.

- If you have a pre-MHPS informal process to deal with misconduct/ capability for medical staff, please outline how many medical staff were dealt with in this way rather than through the formal MHPS process.

4

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely

On Behalf of
The Information Governance Department