Dear Whom it may concern,

**Freedom of Information Act Request: Our ref #751**

In response to your Freedom of Information request regarding misconduct please find below the answers to the questions you asked.

1. Number of cases of staff gross misconduct.
2. Number of cases of staff gross misconduct broken down by action taken (e.g. disciplinary action, investigation, suspension with pay, dismissal)
3. If possible, the number of cases of gross misconduct broken down by type of staff (e.g. nurse)

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of cases of gross misconduct</th>
<th>Investigation Y/N</th>
<th>Suspension Y/N</th>
<th>Action taken</th>
<th>Dismissal Y/N</th>
<th>Staff group</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>1</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>1 Nurse</td>
</tr>
<tr>
<td>2013</td>
<td>4</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>1 Nurse, 1 Additional Clinical Services, 1 Allied Health Professional, 1 Additional professional Scientific and Technical</td>
</tr>
<tr>
<td>2014</td>
<td>1</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>1 Ancillary</td>
</tr>
<tr>
<td>2015</td>
<td>2</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N/A</td>
<td>1 Administrative and Clerical, 1 Ancillary</td>
</tr>
<tr>
<td>2016</td>
<td>1</td>
<td>Y</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>Fixed term contract expired before investigation completed</td>
</tr>
<tr>
<td>2017</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

I hope that this response answers your request, however please let me know if it does not. If you are unhappy with the Trust’s response you can appeal to:

Jo Chambers, Chief Executive
The Royal Orthopaedic NHS Foundation Trust
Trust Headquarters
Bristol Road South
Birmingham
B31 2AP

If you then remain dissatisfied, you have the right under section 50 of the Freedom of Information Act to apply to the Information Commissioner to seek resolution to the matter.

Further details can be found on the website: http://www.informationcommissioner.gov.uk/

Yours sincerely

[Signature]

Simon Grainger-Lloyd
Associate Director of Governance & Company Secretary