

BY EMAIL

Professor Ted Baker

CQC Chief Inspector of Hospitals

20 October 2017

Dear Professor Baker,

**Re CQC's handling of workforce issues under the Well Led domain
and Humber NHS Foundation Trust**

I write to suggest that CQC reports more accurately on workforce issues and that it should make structured use of the intelligence provided by Employment Tribunal decisions.

Employment Tribunal decisions are now published on line, which makes the task much easier.

<https://www.gov.uk/employment-tribunal-decisions>

I provide the following example to illustrate how CQC is currently failing to report accurately:

A senior consultant psychiatrist was dismissed from Humber NHS Foundation Trust in May 2013.

An employment tribunal determined in September 2014 that he had been unfairly dismissed and that his suspension had been badly handled, causing a serious injury to his health.

In August 2016 CQC issued an inspection report which merely noted:

“There were 18 instances where staff have been either suspended or placed under supervision since August 2014...We reviewed these files and found that the trust had adhered to their own policy.”

The CQC inspection omitted to mention that an Employment Tribunal had found very poor trust governance in the above case of prolonged and unwarranted suspension.

Thus, it seems that CQC either failed to detect this important information, or alternatively was in possession of the information but chose not to report it. Neither of which are reassuring.

As CQC has repeatedly acknowledged that staff welfare and the fair treatment of staff is closely linked to patient experience and clinical outcomes, may I ask if CQC will now agree to systematically review and report on Employment Tribunal decisions as part of the inspection process.

Many thanks,

Dr Minh Alexander

