

*****PRESS RELEASE*****

Shocking levels of Bullying, victimisation & harassment of medical staff exposed at University Hospitals of North Midlands (UHNM)

Shocking levels of bullying and harassment of medical staff were exposed in a staff survey conducted by the Medical Staff Committee of the UHNM Trust in collaboration with British Association of Physicians of Indian Origin (BAPIO). The survey identifies many senior managers behind ongoing bullying and harassment of staff at UHNM, a major healthcare Trust in England.

In an alarming revelation 78% of the medical staff reported witnessing discrimination, bullying, harassment or victimisation and 63% reported being personally subjected to such mistreatment. Race and ethnicity accounted for the vast majority of reasons. Many events were not reported for fear of ongoing bullying and reputational damage. There was no confidence that organisation would investigate the issues reported. Unsurprisingly, significant numbers of doctors report suffering mental and physical harm from bullying and harassment. There were 348 responses representing about 30% of the medical workforce. 90% of respondents in the survey were senior medical staff, many of whom have been UHNM employees for over 5 years.

Dr Ramesh Mehta, President of British Association of Physicians of Indian Origin (BAPIO) said “This is a shocking revelation of toxic culture of bullying and harassment in the UHNM. It must have adverse impact on patient care and safety. The Trust ought to take immediate steps to improve the situation and ensure that there is no victimisation of the staff”

Dr Satheesh Mathew, Vice President BAPIO Said “It is unfortunate that the Trust has not accepted repeated offers of assistance from BAPIO; demonstrating a colonial attitude and disrespect for equality and inclusion”

President: Dr Ramesh Mehta, OBE

Secretary: Prof Parag Singhal

Corporate Office: The Chapel, Trinity Gardens, 9-11 Bromham Road, Bedford MK40 2BP UK

Chairman: Dr JS Bamrah CBE

Treasurer: Dr Arvind Shah

Dr JS Bamrah, National chairman of BAPIO said “It is clear that the Trust have shown little regard to ‘The NHS People Plan’, because it is evident that bullying and harassment are serious issues which should have been obvious even before this survey was conducted. This is a serious matter which we have reported to the NHS Chief Peoples Officer and the CQC, as it now requires their urgent intervention”

Dr Raj Mattu, Chair of ‘BAPIO Patient and Staff Safety and Wellbeing Forum’ said “The senior management is evidently disconnected from the disturbing culture of fear exposed within the Trust, and it shows poor insight by boasting about its many initiatives purportedly providing a safe working environment and by wrongly claiming to deliver on equality, diversity and inclusivity. Clearly, their measures don’t work. Senior management is failing the staff and patients served by UHNM. This is unacceptable and warrants immediate actions to protect vulnerable ethnic minority medical staff and patient safety”.

Dated 14 July 2021

- END -

Notes for Editors

Since its inception in 1996, British Association of Physicians of Indian Origin (BAPIO) has actively promoted the principles of diversity and equality. Over the years the Association has grown in stature and influence. It is represented through active divisions covering all the UK Regions and is one of the largest organisations of its type in the country. BAPIO is committed to ensuring that the NHS provides the best patient outcomes by promoting professional excellence and leadership, BAPIO also contributes to the cause of promoting access to better healthcare globally and responds to aid victims of natural disasters in the world.

www.bapio.co.uk

Further information

Please contact BAPIO secretariat: 01234 212879

Dr Ramesh Mehta 07970048101

President: Dr Ramesh Mehta, OBE

Secretary: Prof Parag Singhal

Corporate Office: The Chapel, Trinity Gardens, 9-11 Bromham Road, Bedford MK40 2BP UK

Chairman: Dr JS Bamrah CBE

Treasurer: Dr Arvind Shah