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20 November 2025

RE: FOI 7535

Thank you for your email of 04 November 2025 in which you requested the following information:

Please provide me with the following information relating to Healthcare Professional Alert Notices.

- 1. Please provide me with a list of Healthcare Professional Alert Notices by name, occupation, and hospital for the following years 2020, 2021, 2022, 2023, 2024, 2025 (to date)*
- 2. If it is not possible to identify individuals, please provide me with the number of overall Healthcare Professional Alert Notices anonymised but listed by hospital trust.*
- 3. Please provide me with all Healthcare Professional Alert Notices specifically for Northern Care Alliance.*

Our Response

Before responding to each part of your request, it may be helpful to clarify the purpose of the HPAN system and provide you with some information about how the system operates. It is a system where notices are issued by us to inform NHS bodies and others about health professionals who may pose a significant risk of harm to patients, staff or the public.

NHS organisations and other bodies providing services to the NHS can contact NHS Resolution to request the issue of an HPAN. An HPAN is usually issued where a healthcare professional has left their employment with unresolved concerns about a potential risk they pose to others. In such circumstances the concerns should be referred to the relevant regulator by the most recent employer or contracting body. The HPAN provides an important safeguard whilst the regulator considers whether further action is required and if so whether any interim conditions on the professional's regulation are necessary. In this intervening period the HPAN is a flag to potential employers, should the healthcare practitioner seek employment elsewhere. After an HPAN has been issued, a review will be completed at 3 monthly intervals or sooner if additional information is available.

HPANs are a requirement of pre-employment checks for the NHS. Further details about HPANs are on our website: [Healthcare Professional Alert Notices - NHS Resolution](#).

We have responded to each part of your request below.

- 1. Please provide me with a list of Healthcare Professional Alert Notices by name, occupation, and hospital for the following years 2020, 2021, 2022, 2023, 2024, 2025 (to date)*

We are unable to meet this part of your request as this information is confidential in nature (relating to an individual's performance at work) and NHS Resolution believes it has a greater responsibility to protect those individuals' identities, as disclosure could potentially cause damage and/or distress to those involved.

Disclosure of information with this level of granularity is exempt under Section 40(2) and when section 40(3A) (a) of the Freedom of Information Act is satisfied, where disclosure to a member of the public would contravene one or more of the data protection principles. The first data protection principle concerns fairness and lawfulness, and we take the view that it would be neither fair nor lawful to disclose more detailed information. This is in part because data subjects who use our service would not expect us to process their personal information in this way, and we do not believe there is a legal requirement for us to do so. Please also refer to the following Information Commissioner's Office decision notice which supports our reliance on section 40(2): [Decision notice](#).

Although we cannot share details of HPANs by name, occupation and hospital, our Insight publication, [Healthcare Professional Alert Notices \(HPANs\): insights from nine years of managing the scheme - NHS Resolution](#), presents the key features (e.g. duration, practitioner characteristics) from a review of all requests for an HPAN we have received in the nine years since 2013.

- 2. If it is not possible to identify individuals, please provide me with the number of overall Healthcare Professional Alert Notices anonymised but listed by hospital trust.*

Table 1 below shows the number of HPANs issued for each of the years requested. While we cannot share the names of the organisations for the reasons explained above, we have included the total number of organisations from which these HPAN originated (i.e. the requesting organisation). It may also be helpful to clarify that HPANs are a **temporary** measure and are subject to regular review. As such, the number of active HPANs changes over time, with new notices being issued and existing ones revoked as appropriate.

Table 1		
Year	No. HPANs issued	No. of Organisations
2020	13	12

2021	8	8
2022	15	15
2023	21	21
2024	30	26
2025 (to date)	23	18

3. Please provide me with all Healthcare Professional Alert Notices specifically for Northern Care Alliance.

We are unable to meet this part of your request as we cannot provide you with the notices. The purpose of the notices is for employers to check whether an individual is the subject of an HPAN, via the [online Performer and Healthcare Professional Check](#).

Over the past five years, fewer than five HPANs that were requested by Northern Care Alliance have been issued. We are unable to provide you with any additional details as we consider doing so would be neither fair nor lawful. Please refer to the refusal notice cited in response to Q1 for the reasons why further information cannot be disclosed.

This concludes our response to your request.

If you are not satisfied with the service that you have received in response to your information request, it is open to you to make a complaint and request a formal review of our decisions. If you choose to do this, you should write to [Joanne Appleby](#), Deputy Data Protection Officer, NHS Resolution, within 28 days of your receipt of this reply. Reviews of decisions made in relation to information requests are carried out by a person who was not involved in the original decision-making about the request.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a review of the decision. Generally, the Information Commissioner will not make a decision unless you have exhausted the local complaints procedure. The address of the Information Commissioner's Office is:

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

<https://ico.org.uk/>