

Freedom of Information request 170-17

Request

Could the health board provide:

1. The total number of individuals who were given voluntary redundancy in the financial year 2016/17, and their designation?
2. The highest single voluntary redundancy payment made in the financial year 2016/17?
3. The total number of individuals who were given compulsory redundancy in the financial year 2016/17, and their designation?
4. The total number of individuals who were given early retirement in the financial year 2016/17, the total cost of these, and their designation?
5. The highest single payment for early retirement made in the financial year 2016/17?
6. The total number of individuals who were given any other form of severance not included above in the financial year 2016/17, the total cost of these, and their designation?
7. The total number of individuals who were given compromise agreements in the financial year 2016/17?
8. The total full-time equivalent staff headcount in the financial year 2016/17?

Response

- 1&2 There were no voluntary redundancy payments made in 2016/17.
- 3 The Board, in line with Scottish Government Policy operates a no compulsory redundancy policy.
- 4&5 The Board did not make any payments to employees who elected to take early retirement. A total of 11 staff elected to take voluntary early retirement during 2016/17.
- 6&7 The Board agreed one Voluntary Severance agreement in 2016/17. To provide further details of this could potentially identify the employee, therefore under Section 38(1)(b) of the FOI(S)A 2002 we are not able to provide designation.
- 8 The total WTE staff in financial year 2016/17 is currently being finalised as part of the Boards Annual Accounts. The total WTE reported for 2015/16 was 2674.4 WTE and 4580 headcount.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **170-17** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.

