

## Freedom of Information request 564-18

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### Request

In accordance with FOI, please provide figures for the amount paid to employees who are suspended in each financial year – 2015/16, 2016/17, 2017/18, and 2018/19 (to date).

Please also provide a breakdown of how many people were suspended, in each of those years, and reasons for the suspension.

If possible, please include the highest amount paid to a single individual, how long that person had been suspended for, and the reason for their suspension. (Please note, if you have concerns about identifying individuals, the most important part of this question is the total amount paid to that recipient).

### Response

- The number of staff suspended and the total amount paid to staff who were suspended is as follows:

Financial Year	No. of Employees Suspended	Total Payments Made During Suspension Period
2015/16	11	£75,606.62
2016/17	7	£67,880.30
2017/18	<5	£62,932.08
2018/19 to 31 August 2018	5	£20,320.66

An individual may be suspended for a period spanning more than one financial year. The table above counts the total number of staff suspended within each financial year, therefore some employees may be counted more than once.

- Reasons for suspension are given in the table below:

Financial Year	Capability	Conduct
2015/16	<5	10
2016/17	0	<5
2017/18	0	<5
2018/19 to 31 August 2018	<5	<5

The table above counts the staff whose suspensions began in the financial year stated.

- The following table details the highest amount paid to a member of staff during their suspension period.

Financial Year	Highest Amount Paid During Suspension	Reason for Suspension
2015/16	£16,355.77	Conduct
2016/17	£28,271.10	Conduct
2017/18	£52,898.10	Conduct
2018/19	£14,935.73	Conduct

Please note that as NHS Borders is such a small Board the number of suspensions is very small and to provide further details of these could allow individuals to be identified and we would be in breach of the Data Protection Act 1998. We are therefore withholding all other data under Section 38(2)(ii) of the Freedom of Information (Scotland) Act 2002. This is also in accordance with the Code of Practice for Official Statistics whereby for any number that is less than five, actual numbers and potentially identifiable information is withheld to help maintain confidentiality due to potential risk of disclosure. Further information is available in the [ISD Statistical Disclosure Control Protocol](#).

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](mailto: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 **564-18** 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.