

Freedom of Information request 184-23

Request

1. How many of the Health Board's employees were hired on temporary contracts over the past 5 years?
 - a. What roles were they employed in?
2. How many employees have been let go since the pandemic?
 - a. What roles were they employed in?
3. How many temporary employees were offered the chance to become full-time staff in the past 5 years?
 - a. Broken down by the job roles they filled.

Clarification:

1. For Q2. Are you referring to all employees (not just temporary)?
Yes, in question 2, we are referring to all employees, not just temporary.
2. For Q2. What date do you propose for "since the pandemic"?
It would be perfect if you could provide us with information from March 2020 up to the most recent available.
3. For Q3. Are you requesting data for "permanent" rather than "full time"?
Yes, apologies about the wrong wording, it should have been 'permanent'.

Response

Please find attached the information for NHS Borders:



FOI 184-23 Response
Data.xlsx

Notes:

- i. The data is provided for the last rolling 5 years ending 28 February 2023
- ii. For question 3, this shows only the information for staff that accepted the permanent post – NHS Borders does not record employees who were offered a permanent post but turned it down, therefore, this information is not held, as defined in Section 17, Freedom of Information (Scotland) Act 2002.

As the number of events in some areas are very small and in accordance with the Code of Practice for Official Statistics any number that is less than five, actual numbers and potentially identifiable information is withheld to help maintain patient 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.

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 **184-23** 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.