

27 December 2023

## Freedom of Information request 900-23

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### Request

Please can you provide me with the following information on performance appraisal scores for the board's chief executive and Executive Leadership Team:

1. For each of the last full three financial years, please can you tell me how many of the executive leadership were placed in each of the following rating categories following their annual performance appraisal:
  - Unacceptable
  - Incomplete
  - Fully acceptable
  - Superior
  - Outstanding

To be clear in this part of the request, I am not requesting each individual senior manager's appraisal score, just which of the categories they fell into in each of the last three years.

2. Secondly, please can you tell me which of the following appraisal categories your organisation's chief executive was in for each of the last five financial years.
  - Unacceptable
  - Incomplete
  - Fully acceptable
  - Superior
  - Outstanding

### Response

1. The NHS Borders Executive appraisal outcomes were:

2023	7 x Fully Acceptable, 3 x Superior
2022	4 x Fully Acceptable, 5 x Superior
2021	5 x Fully Acceptable, 2 x Superior

2. The Chief Executive appraisal outcomes are personal data held within their Human Resources (HR) files and are protected under the Data Protection Act 2018. Therefore, under Section 38(2), Freedom of Information (Scotland) Act 2002, this information is withheld.

Under Section 15, Freedom of Information (Scotland) Act 2002, the remuneration of the Chief Executive is published within the NHS Borders annual accounts (including on costs and Pension contributions). Please find below a link to the NHS Borders website:

[nhsborders.scot.nhs.uk/corporate-information/about-the-board/the-boards-performance/#annual\\_accounts](https://nhsborders.scot.nhs.uk/corporate-information/about-the-board/the-boards-performance/#annual_accounts)

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, Education Centre, Borders General Hospital, Melrose, TD6 9BD 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 **900-23** 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.