

Freedom of Information request 98-19

Request

I would like to request the following under freedom of information -
For each of the following years (or as far back as is available from this list):

2010/11
2011/12
2012/13
2013/14
2014/15
2015/16
2016/17
2017/18
2018/19 (to date)

- How many instances were there of termination of employment where the 'reason for leaving' was noted as i) Other (sometimes also known as 'other substantial reason') or ii) Dismissal (including Dismissal Capability)
- In each year, how many 'Other' or 'Dismissal' terminations related to employees who were not white (ie. Ethnic codes other than WB, WI, OW)

Response

Please find below data as per request:

Year	Bank Staff		Bank Staff Total	Substantive Posts		Substantive Post Total	Non White	Grand Total
	Dismissal including capability	Other		Dismissal including capability	Other			
2010 - 2011	1	325	326	6	42	48	3	374
2011/12	2	217	219	5	52	57		276
2012/13		195	195	7	24	31		226
2013/14		182	182	6	40	46		228
2014/15		253	253	3	35	38	2	291
2015/16		203	203	2	36	38	12	241
2016/17		175	175	6	28	34	4	209
2017/18		217	217	4	44	48	14	265
2018 to date	1	131	132	7	46	53	2	185

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 **98-19** 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.