

May 2011

I'm looking to find information relating to staff within your organisation.

1. Gardening leave

How many employees has your organisation placed on gardening leave in each of the last four financial years for which figures are available?

Gardening Leave is granted in very rare situations.

During the timeframe you we have not recorded the information sought centrally enabling easy retrieval. Accordingly, we estimate that it would take in excess of 18 hours to locate, retrieve and collate.

Please note that when it is identified that it would take one person 2½ working days paid at a rate of £25 per hour to locate, retrieve, and extract the requested information then with reference the Freedom of Information & Data Protection (Appropriate Limit and Fees) Regulations 2007, and to section 12 of the Freedom of Information Act, compliance with the request would exceed the upper fee limit of £450 set for NHS Trusts. In these circumstances we are not obliged to respond to the request. Additionally, in this instance the information may be confidential and disclosure of such information may lead to identification of individuals and whilst we have not specifically considered relevant exemptions we consider this information unlikely to be discloseable under the Freedom of Information Act.

We are sorry that we are unable respond to your question on this occasion.

In each individual case, please provide the length of the gardening leave in days. For each of the last four financial years (where relevant), please provide the total cost in salary paid out to such individuals (to avoid my being able to identify the individual, please just give the total cost of these salary payments incurred by your organisation). If the gardening leave is currently occurring, please provide the total number of days of leave as at 31 April 2011.

Please see our response to 1 above.

2. Staff suspended with pay

How many employees has your organisation suspended in each of the last four financial years for which figures are available? (By 'suspended', I mean any employee who has been stopped from undertaking their usual duties as a consequence of disciplinary action being taken against them, or an investigation ongoing.)

Year	Number
2007-2008	0
2008-2009	0
2009-2010	15
2010-2011	6

Of these suspended employees, how many individuals were suspended on pay. By 'on pay' I mean any individual who continued to receive a salary from your institution (even if the salary was reduced).

As a general rule the Trust pays staff who are on suspension, and it would be rare for us to withhold pay.

In each case, please provide the length of the suspension in days. For each of the last four financial years (where relevant), please provide the total cost in salary paid out to such individuals (to avoid my being able to identify the individual, please just give the total cost of these salary payments incurred by your organisation). If the suspension is currently occurring, please provide the total number of days of suspension as at 31 April 2011.

We do not have a central record of the length of all of the suspensions or the cost.

With reference to our response to your question 1 we consider that the cost of retrieving this information would exceed the £450 fee limit and therefore on this occasion we are sorry but we are unable to provide a detailed response.

3. Staff on long-term sickness

How many of your organisation's employees have been on long-term sickness absence in each of the last four financial years for which figures are available? (By 'long term sickness absence', I mean absence from work of longer than four consecutive weeks).

Long Term Sickness (LTS)	2007/08	2008/09	2009/10	2010/11
Number of Employees that have had LTS	405	457	475	443

How many incidences of long-term sickness absence have occurred in your organisation in each of the last four financial years for which figures are available? (I.e. this is the same question as the previous one, but would include individuals who have had more than one period of long-term absence in a year).

Long Term Sickness (LTS)	2007/08	2008/09	2009/10	2010/11
Number of LTS Incidences	452	493	522	481

In each case, please provide the total length of the absence in days. For each of the last four financial years (where relevant), please provide the total cost in salary paid out to such individuals (to avoid my being able to identify the individual, please just give the total cost of these salary payments incurred by your organisation). If the absence is currently occurring, please provide the total number of days of absence as at 31 April 2011.

The data held in our system provides an overall cost, which includes Short Term Sickness. With reference to our response to your question 1 we consider that the cost of retrieving this information would exceed the £450 fee limit and therefore on this occasion we are sorry but we are unable to provide a detailed response