

**Sent via email**

FOI 2016/130

22<sup>nd</sup> August 2016

Dear [REDACTED]

**Information Governance**

Christopher Ward, West Pavilion  
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[www.clch.nhs.uk](http://www.clch.nhs.uk)  
[foi.request@clch.nhs.uk](mailto:foi.request@clch.nhs.uk)

**Freedom of Information Act 2000 request: Employee suspension**

With reference to your request for information, dated 25<sup>th</sup> July 2016, made under section 1(1) of the Freedom of Information Act, I am writing to inform you of the outcome of your information request.

**You asked the following:**

1. *How many of your employees were suspended on full pay in the last three financial years*
  - a) *Between 1st April 2013 - 31st March 2014;*
  - b) *Between 1st April 2014 -31st March 2015;*
  - c) *Between 1st April 2015 - 31st March 2016.*
2. *Please include the overall amount paid to those employees while they were suspended. Please also break these figures down by year.*
3. *I would also like details of the roles of the employees who have been suspended.*
  - a) *Please can you split the employees into clinical and non-clinical roles?*
  - b) *What were the reasons for their suspensions?*
  - c) *What were the outcomes of these suspensions?*
4.
  - a) *What is the longest suspension during the three year period?*
  - b) *How much was paid to that employee during the suspension?*
  - c) *Please include the employee's role, reason for suspension and outcome of suspension.*

**Our response:**

1.

Date range	Number of suspensions
1 April 2013 – 31 March 2014	4
1 April 2014 – 31 March 2015	18
1 April 2015 – 31 March 2016	15

*Please note, there is likely to be crossover of staff suspended between each reference period, for example the longest running suspension was clinical and spread across the three time periods. In addition there were two employees on the list who have been suspended on two separate occasions. The total number of staff suspended is not 37 and was a total of 29 roles.*

2.

Date	Amount (Gross)
2013-1014	£28579
2014-2015	£83206
2015-2016	£107391
Total	£219176

3.

- a) *Clinical = 21, Non Clinical = 8*  
b) *The reason for the suspension of staff related to conduct, with the exception of one in 2015/16. Suspension for the staff member was on the grounds that they did not pass their probationary period.*  
c) *The outcomes of the suspensions are as follows:*

2013/14

- Final written warning – 2*  
*Dismissal with notice – 1*  
*Still investigating – 1*

2014/15

- Alternative management action – 2*  
*Case complete, no evidence of fraudulent activity – 1*  
*Final written warning – 1*  
*First written warning – 2*  
*No case to answer – 2*  
*/summary dismissal – 3*  
*Summary dismissal (Statutory reason) – 2*

2015/16

- Alternative management action – 2*  
*Summary Dismissal – 2*  
*Dismissal with notice – 1*  
*Final written warning – 2*  
*First written warning – 1*  
*Awaiting conclusion of case – 1*

4.

- a) *756 days.*  
b) *£63412 (gross)*  
c) *Clinical role. The reason for the suspension related to an allegation regarding a serious criminal case. The outcome of the suspension was a dismissal.*

This completes our response to your request for information. If you are unhappy with our response, please write to us giving your reasons and we will address them. If you remain dissatisfied you are entitled to appeal to the Information Commissioner:

Customer Contact  
Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow SK9 5AF  
Tel: 0303 123 1113  
[http://ico.org.uk/concerns/getting/report\\_concern\\_foi](http://ico.org.uk/concerns/getting/report_concern_foi)

Yours sincerely,

**Jonathan Walmsley**  
**Information Governance Facilitator**  
**Central London Community Healthcare NHS Trust**