

Freedom of Information Act 2000 disclosure log entry

Reference

19-20091

Date sent

03/07/2019

Subject

Staff Suspensions on Full Pay)

Details of enquiry

- 1) What is the total number of staff currently employed by the trust?
- 2) How many members of staff were suspended on full pay in the last three years? Rather than giving a total for the years combined, please specify the number of those suspended on full pay in each 2016, 2017, 2018 and 2019 to-date.
- 3) The total cost for each year 2016, 2017, 2018 and 2019 to-date spent on paying staff while suspended. Please break this down into each year rather than a whole total.
- 4) For each incident of suspension, please break down the following:
 - a) The role of the person suspended (Mental health worker, doctor etc).
 - b) Their years in service.
 - c) Where they were working when suspended (Royal Blackburn Hospital, Ballenden House).
 - d) Circumstances behind the suspension. (Misconduct, inappropriate sexual relationship etc).
 - e) Date (where appropriate) of the incident which led to suspension.
 - f) The date the individual was suspended from and to.
 - g) How much was paid to the suspended person.
 - h) The outcome of any suspension – both internal and external.
 - i) Did the staff member return to a role following the suspension?
- 5) What was the longest suspension over the three-year period?
- 6) How much was paid to that employee during that suspension?
- 7) Please include the employee's role, reason for suspension and outcome of suspension.
- 8) Finally, please include the total number of staff currently suspended on full pay from the trust.

Response Sent

- 1) What is the total number of staff currently employed by the trust?
792
- 2) How many members of staff were suspended on full pay in the last three years? Rather than giving a total for the years combined, please specify the number of those suspended on full pay in each 2016, 2017, 2018 and 2019 to-date.

This data is attached, and also – for our own ease of reference, has been pasted below:

Role	Years in Service	Work Location	Circumstances	Date of Incident	Date Suspended From	Date Suspended To	Pay During Suspension	Suspension Outcome	Did Employee Return to Work
Administrative and Clerical	9	Tavistock Centre	Misconduct	13/09/2017	13/09/2017	16/11/2017	£4,839.04	Written warn	Yes
Estates and Ancillary	6	Tavistock Centre	Gross misconduct	10/01/2018	10/01/2018	16/04/2018	£5,949.60	Dismissal, reinstated on Appeal	Yes
Estates and Ancillary	12	Tavistock Centre	Gross misconduct	06/03/2018	08/03/2018	13/08/2018	£11,298.94	Dismissal	No
Administrative and Clerical	1	Amphill Square	Misconduct	Various	23/08/2018	27/09/2018	£2,330.22	Resigned	No

- 3) The total cost for each year 2016, 2017, 2018 and 2019 to-date spent on paying staff while suspended. Please break this down into each year rather than a whole total.

This data is attached, and also – for our own ease of reference, has been pasted below.

Year	Number of Staff Suspended	Total Cost
2016	0	£0
2017	1	£4,839.04
2018	3	£19,578.76
2019	0	£0

- 4) For each incident of suspension, please break down the following:
 - j) The role of the person suspended (Mental health worker, doctor etc).
 - k) Their years in service.
 - l) Where they were working when suspended (Royal Blackburn Hospital, Ballenden House).
 - m) Circumstances behind the suspension. (Misconduct, inappropriate sexual relationship etc).
 - n) Date (where appropriate) of the incident which led to suspension.
 - o) The date the individual was suspended from and to.
 - p) How much was paid to the suspended person.
 - q) The outcome of any suspension – both internal and external.
 - r) Did the staff member return to a role following the suspension?

See response to question 2 above

- 5) What was the longest suspension over the three-year period?
5 months
- 6) How much was paid to that employee during that suspension?
£11,298.94
- 7) Please include the employee's role, reason for suspension and outcome of suspension.
Car Park Security Officer, gross misconduct, dismissal
- 8) Finally, please include the total number of staff currently suspended on full pay from the trust.
Zero