

16 August 2019

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Our Ref: FOI/03346

Thank you for your request concerning staff suspended on full pay.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

1. What is the total number of staff currently employed by the trust?

This information is already in the public domain. Please follow this [link](#) to our Annual Report.

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.

Calendar Years	Number of Staff suspended on full pay
2016	8
2017	13
2018	10
2019 (up to March)	7

3. The total cost for each year 2016, 2017, 2018 and 2019 to-date spent on paying staff while suspended.

Calendar Years	Total Staff Payments £
2016	103,408
2017	128,043
2018	142,851
2019 (up to March)	76,757

4. For each incident of suspension, please break down the following:

- The role of the person suspended (Mental health worker, doctor etc).
- Their years in service.
- Where they were working when suspended (Royal Blackburn Hospital, Ballenden House).
- Circumstances behind the suspension. (Misconduct, inappropriate sexual relationship etc).
- Date (where appropriate) of the incident which led to suspension.

- **The date the individual was suspended from and to.**
- **How much was paid to the suspended person.**
- **The outcome of any suspension – both internal and external.**
- **Did the staff member return to a role following the suspension?**

We have applied S40(2) to the breakdown you are requesting because we consider by breaking the information down into this specific detail to be potentially identifiable data. On this basis, this information is exempt from the duty to publish¹.

However, to be helpful under S16 of the FOIA we are able to summarise some of the information over the 4 year period:

- **The Role Of The Person Suspended**
 - Clinical
 - Non Clinical
 - Admin
- **Their Years In Service**
 - From 1 year to over 30 years
- **Where They Were Working When Suspended**
 - Throughout HPFT
- **Circumstances Behind Suspension**
 - Abuse of Service User including financial
 - Assault / Aggression towards colleague
 - Assault of Service User
 - Behaviour not in line with Trust values
 - Communication / inappropriate behaviour towards Service User
 - Falsification of records
 - Falsified qualifications
 - Financial irregularities
 - Inappropriate moving and handling
 - Inappropriate relationship with Service User
 - Inappropriate restraint
 - Inappropriate use of Bank work
 - Inappropriate use of HPFT property
 - Investigation; not work related
 - Safeguarding; not work related
 - Sleeping on duty
 - Working whilst off sick
- **Outcome**
 - Action Plan x 2
 - Dismissed x 12
 - Final Written warning x 4
 - Informal Resolution x 1
 - No Case to Answer x 8
 - Resigned x 5

¹ Section 40(2) - Personal Data has been applied. This is because by releasing this information could identify individual(s) and constitute a breach of the Data Protection Act (2018).

- **Did The Staff Member Return To The Role Following Suspension**

CAVEAT: As detailed in our Disciplinary Policy suspension may be considered in circumstances where it is deemed unwise or unsafe to allow an individual to remain at work whilst an investigation proceeds. Suspension is a neutral act and is not a disciplinary action or sanction. The decision whether or not to suspend will have no bearing on the outcome of any future disciplinary interview or on whether one actually takes place.

➤ Yes, where the outcome was appropriate.

5. What was the longest suspension over the three-year period?

Over the four year period (2016 up to and including March 2019) the longest suspension was 537 days.

6. How much was paid to that employee during that suspension?

Please see the explanation provided under question 4. We consider this to be potentially identifiable data.

7. Please include the employee's role, reason for suspension and outcome of suspension.

Please see the answer to question 6.

8. Finally, please include the total number of staff currently suspended on full pay from the trust.

Up to March 2019 there were 6 staff suspended on full pay.

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

**Sue Smith
Information Rights Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

