



Ref: 0699

Request:

Received: 08/06/2010

Dear Sir or Madam,

**FREEDOM OF INFORMATION ACT 2000 REQUEST – NHS STAFF
SUSPENSIONS**

I write to request information under the above regards the suspension of NHS staff from the workplace.

Applicable period: 2009 – 2010 financial year (usually 5th April 2009 – 5th April 2010).

Given the length, this request may give the impression of being too complicated and too long. However, I strongly believe that it falls within the fee limit and therefore do not expect you to reject it on those basis.

In order to assist you with this request, I am outlining my query as specifically as possible:

I. FORMAL SUSPENSIONS

1. The number of doctors and dentists formally suspended from work in the above period.

Please specify how many of those were:

- a. formally suspended;
- b. formally excluded;
- c. formally medically suspended;
- d. formally on sick leave;
- e. others



Please supply me with the total cost of the above formal suspensions taking into account the following:

- a. Pay costs for person suspended;
- b. Individual replacement/substitution costs;
- c. Sickness/absence whilst suspended – sickness pay, Occupational Health costs, therapy/support costs, GP costs (etc);
- d. Additional appeals/grievances;
- e. Seeking internal and external expert and/or legal advice;
- f. ACAS/ACAA/other service costs;
- g. Tribunal costs.

2. The number of doctors and dentists formally suspended in the previous financial years, whose cases either have or have not been concluded in the financial year of 2009-2010.

Please specify how many of those were:

- a. formally suspended;
- b. formally excluded;
- c. formally medically suspended;
- d. formally on sick leave;
- e. others

Please supply me with the total cost of the above formal suspensions taking into account the following:

- a. Pay costs for person suspended;
- b. Individual replacement/substitution costs;
- c. Sickness/absence whilst suspended – sickness pay, Occupational Health costs, therapy/support costs, GP costs (etc);
- d. Additional appeals/grievances;
- e. Seeking internal and external expert and/or legal advice;
- f. ACAS/ACAA other service costs;
- g. Tribunal costs.

3. The number of all other NHS staff, excluding doctors and dentists but including nurses, midwives, psychologists, family therapists, art therapists, play therapists, child psychotherapists, ambulance service staff and all other non-clinical/allied/ancillary staff formally suspended from work.

Please specify how many of those were:

- a. formally suspended;
- b. formally excluded;
- c. formally medically suspended;



- d. formally on sick leave;
- e. others

Please supply me with the total cost of the above suspensions taking into account the following:

- a. Pay costs for person suspended;
- b. Individual replacement/substitution costs;
- c. Sickness/absence whilst suspended – sickness pay, Occupational Health costs, therapy/support costs, GP costs (etc);
- d. Additional appeals/grievances;
- e. Seeking internal and external expert and/or legal advice;
- f. ACAS/ACAA/other service costs;
- g. Tribunal costs.

4. The number of all other NHS staff, excluding doctors and dentists but including nurses, midwives, psychologists, family therapists, art therapists, play therapists, child psychotherapists, ambulance service staff and all other non-clinical/allied/ancillary formally suspended in the previous financial years, whose cases either have or have not been concluded in the financial year of 2009-2010.

Please specify how many of those were:

- a. formally suspended;
- b. formally excluded;
- c. formally medically suspended;
- d. formally on sick leave;
- e. others

Please supply me with the total cost of the above formal suspensions taking into account the following:

- a. Pay costs for person suspended;
- b. Individual replacement/substitution costs;
- c. Sickness/absence whilst suspended – sickness pay, Occupational Health costs, therapy/support costs, GP costs (etc);
- d. Additional appeals/grievances;
- e. Seeking internal and external expert and/or legal advice;
- f. ACAS/ACAA/other service costs;
- g. Tribunal costs.

II. INFORMAL SUSPENSIONS – where a member of staff was not formally suspended from work and whose case was not reported to the NCA/NCAS or SHA, but who was receiving full pay whilst not undertaking the full clinical or/and managerial duties of their grade or job description. I am interested in receiving



information regarding any form of suspensions, including but not limited those cited below:

- suspension;
- 1 exclusion;
- 2 medical suspensions;
- 3 garden leave;
- 4 authorized absence/leave;
- 5 paid absence/leave;
- 6 special leave;
- 7 annual leave/time owing;
- 8 sickness/absence;

ie where a staff member is intentionally removed or debarred from a role or the workplace and/or restricted or prevented from doing the duties they are normally employed for.

1. The number of doctors and dentists informally suspended from work. Please specify how many doctors and dentists were:
 - a. informally suspended;
 - b. informally excluded;
 - c. informally medically suspended;
 - d. informally on garden leave;
 - e. informally on authorized absence/leave;
 - f. informally on paid absence/leave;
 - g. informally on special leave;
 - h. informally on annual leave/time owing;
 - i. informally on sick leave;
 - j. others

Please supply me with the total cost of the above informal suspensions taking into account the following:

- a. Pay costs for person suspended;
 - b. Individual replacement/substitution costs;
 - c. Sickness/absence whilst suspended – sickness pay, Occupational Health costs, therapy/support costs, GP costs (etc);
 - d. Additional appeals/grievances;
 - e. Seeking internal and external expert and/or legal advice;
 - f. ACAA/ACAS/other service costs;
 - g. Tribunal costs.
2. The number of doctors and dentists informally suspended in the previous financial years, whose cases either have or have not been concluded in the financial year of 2009-2010.



Please specify how many of those were:

- a. informally suspended;
- b. informally excluded;
- c. informally medically suspended;
- d. informally on garden leave;
- e. informally on authorized absence/leave;
- f. informally on paid absence/leave;
- g. informally on special leave;
- h. informally on annual leave/time owing;
- i. informally on sick leave;
- j. informally others

Please supply me with the total cost of the above informal suspensions taking into account the following:

- a. Pay costs for person suspended;
- b. Individual replacement/substitution costs;
- c. Sickness/absence whilst suspended – sickness pay, Occupational Health costs, therapy/support costs, GP costs (etc);
- d. Additional appeals/grievances;
- e. Seeking internal and external expert and/or legal advice;
- f. ACAA/ACAS/other service costs;
- g. Tribunal costs.

3. The number of all other NHS staff, excluding doctors and dentists but including nurses, midwives, psychologists, family therapists, art therapists, play therapists, child psychotherapists, ambulance service staff and all other non-clinical/allied/ancillary staff informally suspended from work.

Please specify how many of those listed above were:

- a. informally suspended;
- b. informally excluded;
- c. informally medically suspended;
- d. informally on garden leave;
- e. informally on authorized absence/leave;
- f. informally on paid absence/leave;
- g. informally on special leave;
- h. informally on annual leave/time owing;
- i. informally on sick leave;
- j. others

Please supply me with the total cost of the above informal suspensions taking into account the following:



- a. Pay costs for person suspended;
 - b. Individual replacement/substitution costs;
 - c. Sickness/absence whilst suspended – sickness pay, Occupational Health costs, therapy/support costs, GP costs (etc);
 - d. Additional appeals/grievances;
 - e. Seeking internal and external expert and/or legal advice;
 - f. ACAA/ACAS/other service costs;
 - g. Tribunal costs.
4. The number of all other NHS staff, excluding doctors and dentists but including nurses, midwives, psychologists, family therapists, art therapists, play therapists, child psychotherapists, ambulance service staff and all other non-clinical/allied/ancillary informally suspended in the previous financial years, whose cases either have or have not been concluded in the financial year of 2009-2010.

Please specify how many of those were:

- a. informally suspended;
- b. informally excluded;
- c. informally medically suspended;
- d. informally on garden leave;
- e. informally on authorized absence/leave;
- f. informally on paid absence/leave;
- g. informally on special leave;
- h. informally on annual leave/time owing;
- i. informally on sick leave;
- j. others

Please supply me with the total cost of the above informal suspensions taking into account the following:

- a. Pay costs for person suspended;
- b. Individual replacement/substitution costs;
- c. Sickness/absence whilst suspended – sickness pay, Occupational Health costs, therapy/support costs, GP costs (etc);
- d. Additional appeals/grievances;
- e. Seeking internal and external expert and/or legal advice;
- f. ACAA/ACAS/other service costs;
- g. Tribunal costs.

I would be interested in any information held by your organization regarding my request. I understand I do not have to specify particular files or documents and that it is the department's responsibility to provide the information I require. If you need further clarification, please contact me by e-mail.



I would like to receive the information in electronic copy, if possible. I would be happy to inspect the documents on-site, if necessary.

If my request is denied in whole or in part, I ask that you justify all deletions by reference to specific exemptions of the Act. I will also expect you to release all non-exempt material. I reserve the right to appeal your decision to withhold any information or to charge excessive fees.

I look forward to your response within the 20 working day time limit, and would be grateful if you could confirm in writing that you have received this request.

Yours sincerely,



Response:

Responded: 28/06/2010

Dear

Thank you for your request for information, made under the Freedom of Information Act (2000). I set out below the Trust's response.

We do not hold, nor are we required to hold, any historical records about staff suspensions. We do hold records for people currently suspended from duty.

We do not employ dentists. We do employ a small number of doctors but none of these have ever been suspended.

We can also confirm the following:

As at	No. of staff suspended
November 2009	10
June 2010	13

When a member of staff is suspended we record them as such and under no other category. Therefore we are not able to provide any additional information.

Salary cost of current suspensions

As at:

November 2009	£79,625
June 2010	£83,281

The provision of additional cover will depend on the nature of the work undertaken by each individual. It is very rare for staff other than front line ambulance staff to be suspended from duty. The records indicate that for the periods cited only frontline staff were suspended. Front line work is covered by relief staff specifically employed to cover all shortfalls in planned resourcing, regardless of the reason for the shortfall so no additional replacement costs are incurred.

We do not record any other costs in a way which could identify them as specifically related to staff who are suspended.



The London Ambulance Service NHS Trust does not 'informally suspend' staff.

I do hope this information will be of assistance. I am however obliged to advise you that if you are dissatisfied with the Trust's response to your request you have a right to complain to the Trust and should set out your concerns to Mr Peter Suter, Director of Information Management & Technology, London Ambulance Service NHS Trust, 220 Waterloo Road, London SE1 8SD. If you then still remain dissatisfied, you have a right under Section 50 of the FOIA to seek a determination from the Information Commissioner on whether the Act has been properly applied by the Trust. For more information, please see www.ico.gov.uk

Yours sincerely

Gary Bassett
Head of Patient Experiences
London Ambulance Service NHS Trust