

Ref: FOI/CAD/ID 3464

**Please reply to:**  
FOI Administrator  
Trust Management  
Maidstone Hospital  
Hermitage Lane  
Maidstone  
Kent  
ME16 9QQ  
Email: mtw-tr.foiadmin@nhs.net

19 September 2016

### **Freedom of Information Act 2000**

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to suspended employees 01 April 2013 – 31 March 2016.

*I am writing to obtain information about the number of your employees who have been suspended on full pay in the financial years within 1st April 2013 until 31st March 2016.*

*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. a) I would also like details of the roles of the employees who have been suspended. 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?*

*4a. 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.*

1.

- a) between 1st April 2013 - 31st March 2014  
18 Suspended on full pay
- b) Between 1st April 2014 -31st March 2015  
20 Suspended on full pay
- c) Between 1st April 2015 - 31st March 2016.  
18 Suspended on full pay

2.

The Trust has estimated that it will cost more than the appropriate limit to consider this part of your request. The appropriate limit is specified in regulations and represents the estimated cost of one person spending 3½ working days in determining whether the Trust holds the information, locating, retrieving and extracting the information. Under Section 12 of the Freedom of Information Act 2000 the Trust is not obliged to comply with this part of your request and we will not be processing this part of your request further.

3.

a) Between 1st April 2013 - 31st March 2014

11 Clinical

7 Non-Clinical

15 Suspensions related to Disciplinary

3 Suspension related to Bullying and Harassment

4 Dismissed

3 Summarily Dismissed

3 Resigned

1 Returned to work

4 Final Written Warning

3 No case to answer

b) Between 1st April 2014 -31st March 2015

6 Clinical

14 Non Clinical

20 Suspensions related to Disciplinary

4 Dismissed

2 Final Written Warnings

1 Informal Advice

2 No action taken

1 Removed from the bank

2 Resigned

7 Summarily Dismissed

1 Summary Dismissal overturned - reinstated

c) Between 1st April 2015 - 31st March 2016.8 Clinical

10 Non-clinical

1 Suspension related to Right to work

17 Suspension related to Disciplinary

2 Dismissed

8 Final Written Warning

1 No case to answer

1 Partially Upheld

1 Process Stopped

5 Summarily Dismissed

4a, b & c

This information is not recorded individually showing the duration of the case first logged to date case completed. The Trust has estimated that it will cost more than the appropriate limit to consider this part of your request. The appropriate limit is specified in regulations and represents the estimated cost of one person spending 3½ working days in determining whether the Trust holds the information, locating, retrieving and extracting the information. Under Section 12 of the Freedom of Information Act 2000 the Trust is not obliged to comply with this part of your request and we will not be processing this part of your request further.