



**The Clatterbridge
Cancer Centre**
NHS Foundation Trust

Clatterbridge Road
Bebington
Wirral
CH63 4JY

Tel: 0151 556 5000
Web: www.clatterbridgecc.nhs.uk

Date: 12 July 2019

Re: Freedom of Information Request
Ref: 161- 2019

Thank you for your email dated the 14th June 2019, requesting information with regards to suspensions.

The information that you require is as follows:

- 1) **What is the total number of staff currently employed by the trust?**
1340 (Headcount as at 30th June 2019)
- 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.**

In accordance with the Data Protection Act 2018 our Trust is unable to release the information requested. The Clatterbridge Cancer Centre NHS Foundation Trust is a relatively small Trust and by providing this level of detail where the number of staff is less than or equal to five increases any 'potential' risk of this data becoming identifiable information and thereby contravening one or more of the Data Protection Principles by releasing it into the public domain. Confidentiality is expected in such matters. This information is therefore exempt under Section 40: Personal Information, of the Freedom of Information Act 2000.

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.

Year	Cost
2016	£39,649
2017	£44,425
2018	£183,194
2019 (to date)	£86,187

3) 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?

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the public domain. Confidentiality is expected in such matters. This information is therefore exempt under Section 40: Personal Information, of the Freedom of Information Act 2000.

Although the Trust acknowledges that a limited amount of the requested information may already be in the public domain, when considering releasing a further and more detailed release of information into the public domain, the Trust has decided to withhold the information as this would be unfair to the individuals involved and therefore contravene principle one of the General Data Protection Regulations.

4) What was the longest suspension over the three-year period?

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5) How much was paid to that employee during that suspension?

Please refer to question 4.

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

Please refer to question 4.

- 7) **Finally, please include the total number of staff currently suspended on full pay from the trust.**

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Should you require any further information please do not hesitate to contact me on the email address provided below.

Please remember to quote the reference number above in any future communications.

If you are dissatisfied with the handling of your request, you have the right to ask for this to be investigated internally.

If you are dissatisfied with the information you have received, you have the right to ask for an internal review.

Both processes will be handled in accordance with our Trust's Freedom of Information Policy and the Freedom of Information Act 2000.

Internal investigation and internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Freedom of Information Review, The Clatterbridge Cancer Centre NHS Foundation Trust, Clatterbridge Road, Bebington, Wirral, CH63 4JY

If you are not satisfied with the outcome of the internal investigation/review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

In order for us to ensure customer satisfaction and to monitor compliance with the Freedom of Information Act 2000, we would be grateful if you could take a couple of minutes to complete a short feedback form via the link below:

<https://www.surveymonkey.co.uk/r/H39RFMM>