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10th June 2016

Email:

Dear

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI/16/05/11.

You requested the following information:

**1. How many of your employees were suspended on full pay in the last three financial years between 1st April 2013 - 31st March 2014, between 1st April 2014 -31st March 2015 and between 1st April 2015 - 31st March 2016.**

Please see the table below which shows the number of employees suspended in each financial year:

Financial Year	Number of employees suspended
2013/2014	15
2014/2015	25
2015/2016	15
<b>TOTAL</b>	<b>55</b>

**2. Please include the overall amount paid to those employees while they were suspended. Please also break these figures down by year.**

Please see the table below which shows the total amount paid to suspended employees.

Financial Year	Total amount paid to suspended employees
2013/2014	£137,000
2014/2015	£147,000
2015/2016	£101,000
<b>TOTAL</b>	<b>£385,000</b>

**3a. 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?**

Members of staff of all clinical grades were suspended during the above periods including Clinical Team Leader, Paramedic Practitioner, Paramedic, Technician, Emergency Care Support Worker, Ambulance Care Assistant and staff employed in various grades in the Emergency Operations Centres.

Two non-clinical members of staff were also suspended. We cannot provide their job roles as this could potentially identify the individuals involved.

**b. What was the reason for their suspension?**

Reasons for suspension include but are not limited to allegations of inappropriate behaviours towards patients and colleagues, bullying and harassment, inappropriate comments on social media, safeguarding issues, fraud, clinical issues, failure to maintain professional registration, false representation, unsafe dispatch practices and allegations of drink driving whilst off duty.

**c. What was the outcome of the suspension?**

Suspensions during this period have concluded due to 4 reasons – resignation of staff member, dismissal (summary or with notice), return to work following a disciplinary hearing and warning and return to work with no case to answer.

**4a. What is the longest suspension during the three year period?**

We cannot provide this information as this may identify the individual involved. We are withholding this information on the grounds of the exemption contained within S40(2) of the FOI Act – Personal Information.

Section 40(2) states:

Any information to which a request for information relates is also exempt information if-

- (a) it constitutes personal data which do not fall within subsection (1)\*, and
- (b) either the first or the second condition below is satisfied.

(3) The first condition is –

(a) in a case where the information falls within any of the paragraphs (a) to (d) of the definition of 'data' in section 1(1) of the Data Protection Act 1998, that the disclosure of the information to a member of the public otherwise than under this Act would contravene-

- (i) any of the data protection principles, or
- (ii) section 10 of that Act (right to prevent processing likely to cause damage or distress), and

(b) in any other case, that the disclosure of the information to a member of the public otherwise than under this Act would contravene any of the data protection principles if the exemptions in section 33A(1) of the Data Protection Act 1998 (which relate to manual data held by public authorities) were disregarded.

(4) The second condition is that by virtue of any provision of Part IV of the Data Protection Act 1998 the information is exempt from section 7(1)(c) of that Act (data subject's right of access to personal data).

\* subsection (1) states: Any information to which a request for information relates is exempt information if it constitutes personal data of which the applicant is the data subject.

**b. How much was paid to that employee during the suspension?**

We cannot provide this information as this may identify the individual involved.

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

We cannot provide this information as this may identify the individual involved.

I hope you find this information helpful.

If, for whatever reason you are unhappy with our response, you are entitled to pursue any dissatisfaction through South East Coast Ambulance NHS Foundation Trust's (SECAMB) Internal Review Procedure at:

South East Coast Ambulance Service NHS Foundation Trust  
40-42 Friars Walk  
Lewes  
East Sussex  
BN7 2XW  
Email:complaints@secamb.nhs.uk

Should you remain unhappy with the outcome of any such internal review , you may request a decision from the Information Commissioner at:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

If I can be of further assistance to you, please do not hesitate to contact me, quoting the above reference number.

Yours sincerely

Freedom of Information Coordinator  
South East Coast Ambulance Service NHS Foundation Trust