

Reference Number: FOI/027/25

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Information requested:

I would like to ask the following:

1. In each year since 2020-21, including the current year to date, how many employees at this public body have been suspended with full pay?
2. In relation to Q1, what is the respective salary of these employees?

Please provide as much detail as possible on why these employees were suspended. E.g. Disciplinary issues, poor quality of work etc.

Response:

Year	Number Question 1	Salary Question 2	Reason Question 3
2020/21	0	N/A	N/A
2021/22	0	N/A	N/A
2022/23	0	N/A	N/A
2023/24	4	1: 25,468 - £27,486	Conduct
		2: £30,229 - £37,664	Conduct
		3: £30,229 - £37,664	Conduct
		4: £30,229 - £37,664	Conduct
2024/25	10	1: £26,869 - £28,998	Conduct
		2: £26,869 - £28,998	Conduct
		3: £26,869 - £28,998	Conduct
		4: £29,116 - £31,670	Conduct
		5: £31,892 - £39,735	Conduct
		6: £31,892 - £39,735	Conduct
		7: £31,892 - £39,735	Conduct
		8: £31,892 - £39,735	Conduct
		9: £39,912 - £48,635	Conduct
		10: £39,912 - £48,635	Conduct
2025/26 to date	FOISA Section 38(1)(b)	FOISA Section 38(1)(b)	FOISA Section 38(1)(b)

Question 1

We have interpreted this question to refer to the number of employees whose suspension commenced in each financial year, rather than the total number of employees under suspension at any given time. For example, if an employee was suspended in 2023/24 and remained suspended into 2024/25, they are counted only in 2023/24.

Question 2

Individual salary details are considered personal data under the UK GDPR. Disclosure of this information would contravene the data protection principles, and therefore it is exempt under FOISA Section 38(1)(b) (personal data).

To provide context without compromising privacy, we have included the salary range in respect of each suspended employee as per the Agenda for Change national pay scales available NHS Management Steering Group ([Pay and conditions for NHS staff covered by the Agenda for Change agreement](#)).

Again, if an employee was suspended in 2023/24 and remained suspended into 2024/25, they are counted only in 2023/24.

The salary given is in respect of a full time equivalent.

Salary ranges reflect the value for the year when the employee was suspended.

Question 3

Suspensions fall into two categories: conduct-related or capability-related. Some cases remain ongoing, and sharing additional details could compromise the integrity of those proceedings.

To protect individual privacy, the integrity of our internal processes and maintain confidentiality, we are unable to disclose further information.

The detailed information is exempt under FOISA Section 38(1)(b) (personal data) and Section 30(c) (prejudice to effective conduct of public affairs).

2025/26 to date information

We have also applied the personal data exemption (FOISA Section 38(1)(b)) to the information from 25/26 to date as providing the information would identify an individual(s).

Advice and Guidance:

In the United Kingdom salary information is considered a sensitive topic. Most people are not willing to share their salary details within their workplace, and salary discussions are considered a social taboo.

The salary of a member of staff is specific to their circumstances and constitutes personal data.

Before we can disclose personal data, we must confirm:

- Disclosure will be lawful, fair, and transparent.
- The legitimate interest of the requester have been balanced against the rights and freedoms of the data subjects.
- Disclosure must be necessary, not merely desirable.

The Information Commissioner's Office have issued guidance ([Requests for personal data about public authority employees](#)) on providing staff data and in practice, salary information is considered personal data unless it relates to senior public officials whose remuneration is already publicly disclosed.