



UNCLASSIFIED

Resources Directorate

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Our reference: REQ00806
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Dear

Freedom of Information Act 2000 (FOIA)

Thank you for your recent request for information. Your request has been considered under the above legislation. You have requested the following information:

1. Over the last four years, how many persons employed directly by your council have/have been:

- i) Dismissed from employment/terminated employment/sacked**
- ii) Suspended on full/part pay – please include the number of weeks or days spent off work on full pay for each individual**
- iii) Suspended without pay – please include the number of weeks or days spent off work for each individual**
- iv) Received a verbal or written warning**
- v) Faced disciplinary action not specified above – please specify**

Please break down by the above categories and by the following years

2011-2012
2012-2013
2013-2014
2014-2015

2. Please include the department and/or position of the employee if possible.

3. Please also provide a full list of reasons why the action took place for each case. For example: accessing personal social security records, high absenteeism rate, drug/alcohol misuse, embezzlement, misuse of time/resources etc.

If providing this information would breach data protection regulations to include with the information requested in (1.) and (2.) – please provide the information requested in (3.) separately.

Response Q 1, 2 and 3

Year and Total	No. of Employees suspended on full pay per Directorate*
2011-12 36	People 23 Place 11 Resources 2
2012-13 30	People 11 Place 14 Resources 5
2013-14 37	People 17 Place 16 Resources 4
2014-15 26	People 13 Place 12 Resources 1

Year	Category	No. of Occasions	No. of days suspended on full pay per category
2011-12	Fraud/False Representation	4	301
	Conduct	7	681
	Alcohol/Drugs	1	130
	Physical Assault	2	425
	Abuse of Equipment	3	282
	Theft	3	321
	Dereliction of Duty	11	984
	Breach of Confidence	3	113
	ICT	1	10
	Threatening/abusive behaviour	1	106
2012-13	Fraud/False Representation	2	109
	Conduct	7	591
	Physical Assault	2	182
	Abuse of Equipment	1	160
	Theft	3	200
	Dereliction of Duty	5	639
	ICT	1	52
	Breach of equal opportunities	1	118
	Sexual Assault	2	139
	Absent without leave	1	31
	Failure to follow H&S regs	3	131

	Abuse of equipment	1	160
	Breach of data protection	1	95
	Verbal assault	1	99
2013-14	Fraud/False Representation	3	203
	Conduct	7	665
	Alcohol	1	97
	Physical Assault	5	469
	Theft	2	78
	Dereliction of Duty	4	572
	Breach of Confidence	1	35
	ICT	1	5
	Sexual Assault	3	332
	Sexual Assault/Conduct	1	72
	Absent without leave	1	71
	Breach of data protection	4	207
	Data protection	1	248
	Verbal assault	1	97
	Bullying	1	79
	Attendance/timekeeping	1	71
2014-15	Fraud/False Representation	4	233
	Conduct	10	827
	Physical Assault	1	65
	Theft	2	150
	Dereliction of Duty	3	167
	ICT	1	89
	Assault	1	128
	Failure to follow H&S regs	1	69
	Safeguarding	2	746
	Substance misuse	1	77

Year	Outcome of suspensions on full pay	No. of occasions
2011-12	Resigned	5
	No case to answer	2
	Resetting standards	2
	Final written warning	7
	Final written warning/demotion	2
	Summarily dismissed	13
	Written warning	1
	Resolved informally	1
	Informal Caution	3
2012-13	Resigned	5
	No case to answer	1
	Final written warning	8

	Summarily dismissed	10
	Case not proven	2
	Compromise	3
	Verbal Warning	1
2013-14	Resigned	6
	No case to answer	2
	Resetting standards	2
	Final written warning	8
	Summarily dismissed	13
	Written warning	2
	Resolved informally	1
	Case not proven	2
	Verbal warning	1
2014-15	Resigned	2
	No case to answer	1
	Resetting standards	2
	Final written warning	11
	Summarily dismissed	2
	Written warning	1
	Resolved informally	2
	Case not proven	1
	Compromise	1
	Verbal warning	3

***No employees suspended without pay**

Please note that a breakdown of information or position of employees has not been provided for each individual as the Council considers that this meets the definition for personal data set out in Section 1(1) of the Data Protection Act 1998 DPA. A disclosure made under FOIA is judged to be made to the wider world. The individuals involved would not expect that their details would be disclosed in this way. It may also constitute a breach of the DPA principles. Therefore the Council has applied the exemption in Sections 40(2) and 40(3) FOIA which relates to personal data

This exemption covers the personal data of third parties (anyone other than the requester) where complying with the request would breach any of the principles in the Data Protection Act. Personal data is defined by the Data Protection Act 1998 as 'data which relates to a living individual who can be identified from that data and other data that a person may already have'. Where this is the case, consideration must be given to removing the personal data before the requested information is released.

This is an absolute exemption and there is therefore no requirement to consider the public interest.

4. Providing you hold this information: for each of the financial years above, what is the estimated cost? I.e. how much money has been paid in salaries to individuals who have not been at work due to suspension? If this isn't information you hold in an accessible format, please do not delay my request to inform me, but exclude (4.) from my request.

Information in relation to how much money has been paid to individuals who have not been at work due to suspension is not held in a format in which we are able to provide a response to your questions. We are therefore unable to provide any information in relation to Question 4 and are informing you as required under Section 1(1)(a) of the Act.

5. Over the last four financial years, how many individuals have been suspended on full pay for over 253 days?

Response: 5

The supply of information in response to a freedom of information request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

Should you wish to make any further requests for information, you may find what you are looking for is already published on the [Council's web site](#) and in particular its [FOI/EIR Disclosure log](#), [Council's Publication Scheme](#), [Open Data](#) and [Facts about Coventry](#).

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email casework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours sincerely

Shokat Lal
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