

[REDACTED]  
(by email)

**Department:**  
Human Resources (HR) and  
Organisational Development  
**Our ref:** MGLA040116-2238

**Date:** 26 January 2016

Dear [REDACTED]

**Freedom of Information request**

Thank you for your email which was received by the Greater London Authority on 4 January 2016

Our response to your request is as follows:

1. *Over the last four years, how many persons employed directly by your council have/have been:*
2. *Please include the department and/or position of the employee if possible.*

*i. Dismissed from employment/terminated employment/sacked*

<b>Dismissals</b>	<b>Number</b>
2011 - 12	Nil
2012 - 13	1
2013 - 14	Nil
2014-15	1
	1

*ii. Suspended on full/part pay – please include the number of weeks or days spent off work on full pay for each individual*

<b>Suspensions</b>	<b>Number</b>	<b>Length in days</b>	<b>With pay</b>
2011 - 12	1	72	With pay
	1	76	With pay
2012 - 13	Nil		

2013 - 14	Nil		
2014 - 15	Nil		

iii. *Suspended without pay – please include the number of weeks or days spent off work for each individual*

<b>Suspensions</b>	<b>Number</b>
2011 - 12	Nil
2012 - 13	Nil
2013 - 14	Nil
2014 - 15	Nil

iv. *Received a verbal or written warning*

<b>Written Warnings</b>	<b>Number</b>
2011 - 12	1
2012 - 13	1
2013 - 14	1
2014 - 15	1

v. *Faced disciplinary action not specified above – please specify*

<b>Other disciplinary action</b>	<b>Number</b>
2011 - 12	Nil
2012 - 13	Nil
2013 - 14	Nil
2014 - 15	Nil

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.*

Details of dismissals and warnings are shown on the table below. The reasons for dismissals are inappropriate behaviour and bullying and harassment. The reasons for warnings were as follows: poor performance, inappropriate behaviour and a breach of trust and confidence. The information regarding the reasons has been provided in this way in order to preserve the anonymity of the subjects.

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.*

Details of the suspensions have been provided. Salaries paid to those on suspension amounted to £13k.

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

<b>Suspensions over 253 days</b>	<b>Number</b>
2011 - 12	Nil
2012 - 13	Nil
2013 - 14	Nil
2014 - 15	Nil

Please note that information relating to the position and department of employees is exempt from disclosure under s.40 (Personal information) of the Freedom of Information Act. This information could potentially identify specific employees and as such constitutes as personal data which is defined by s.1 (1) of the Data Protection Act 1998 to mean data which relates to a living individual who can be identified from that data.

It is considered that disclosure of this information would contravene the first data protection principle which states that "Personal data shall be processed fairly and lawfully and, in particular, shall not be processed unless -

- (a) at least one of the conditions in Schedule 2 is met, and
- (b) in the case of sensitive personal data, at least one of the conditions in Schedule 3 is also met."

It is considered that none of the conditions allow the processing of the information apply in this case as the subjects have not consented to the use of their data for an alternative purpose (namely disclosure under the Freedom of Information Act).

If you have any further questions relating to this matter, please contact me, ensuring that you quote the reference at the top of this letter.

Yours sincerely

**Juliette Carter**

Assistant Director of HR & OD

If you are unhappy with the way the GLA has handled your request, you may complain using the complaints procedure, available at: <http://www.london.gov.uk/mayor-assembly/gla/governing-organisation/freedom-information>.