

RE: Freedom of Information Request 201718 / 007 – Severance and Redundancy

Your Query	Date of Request	April 2017
<ol style="list-style-type: none">1. The total number of individuals who were given voluntary redundancy in the financial year 2016/17, and their designation?2. The highest single voluntary redundancy payment made in the financial year 2016/17?3. The total number of individuals who were given compulsory redundancy in the financial year 2016/17, and their designation?4. The total number of individuals who were given early retirement in the financial year 2016/17, the total cost of these, and their designation?5. The highest single payment for early retirement made in the financial year 2016/17?6. The total number of individuals who were given any other form of severance not included above in the financial year 2016/17, the total cost of these, and their designation?7. The total number of individuals who were given compromise agreements in the financial year 2016/17?8. The total full-time equivalent staff headcount in the financial year 2016/17?		
Response		
<ol style="list-style-type: none">1. Less than five. We are unable to provide you with an exact figure or designation requested above as we are bound by the laws of confidentiality in respect of members of staff. Supplying the exact figure or employees' job titles could allow them to be indentified and would be a breach of the first principle of the Data Protection Act 1998, which is to process data fairly and lawfully. This information is therefore exempt under section 38(1)(b) of the Freedom of Information (Scotland) Act 2002.2. £30,431.3. No members of staff were given compulsory redundancy in 2016/174. Information on members of staff who have taken early retirement is not held centrally. Searching individual staff records to ascertain whether early retirement was taken would require a considerable amount of time. The costs involved in the process of obtaining the necessary data would exceed the limits set out in the Freedom of Information (Scotland) Act (2002) and therefore NHS Orkney is not obliged under section 12(1) of the Freedom of Information (Scotland) Act 2002 to comply with your request.		

5. N/A
6. No members of staff were given any form of severance not detailed above in 2016/17.
7. No members of staff were given compromise agreements in 2016/17.
8. The requested information published on a regular basis by Information Services Division (ISD). Therefore I must advise that in terms of Section 25(1) of the Freedom of Information (Scotland) Act 2002 the information is otherwise accessible.

Please follow the link below to access the information:

<http://www.isdscotland.org/Health-Topics/Workforce/Publications/data-tables.asp>