

Freedom of Information Response

Request Number 12110-12111

Date received: 5 June 2018

Response deadline: 14 June 2018

20 day response deadline: 3 July 2018

Question:

Please provide:

- 1) anonymous information on employees who have been paid off:
 - a) display the amount of pay given for each individual over the past 5 years from previously named organisations, for example GMCSU, NWCSU, and including GMSS.
 - b) Please provide the reason for payment for example; stress, bullying, harassment and discrimination.
 - c) Can the organisation then confirm if any of the employees stayed with the organisation after being paid out or were relocated into a different job.
- 2)
 - a) anonymous information to display the number of people over the past 5 years under previously named organisations, for example GMCSU, NWCSU, and including GMSS, who are disabled.
 - b) Please specify if for each person if any adjustments were made and what those adjustments were.
 - c) Also, can it be shown when the request was placed and when the changes were done.
- 3)
 - a) how many people over the past 5 years when working for previously named organisations, for example GMCSU, NWCSU, and including GMSS, have had the opportunity to be seconded or moved into another NHS organisation or be moved into another CCG in Greater Manchester.
 - b) Please also supply the type of roles these employees were given.

Response: NHS Greater Manchester Shared Services (GMSS)

- 1) I can confirm that GMSS holds this information, however due to the low number of individuals concerned we consider this to be exempt under section 40(2) of the Freedom of Information Act 2000 as the disclosure of this information may lead to the identification of those individuals. This exemption is not subject to the public interest test.
- 2)
 - a) 18 GMSS staff members have self-declared a disability and are currently employed by the organisation. GMSS does not hold this information for previous periods.
 - b) I can confirm that GMSS holds this information, however due to the low number of individuals concerned we consider this to be exempt under section 40(2) of the Freedom of Information Act 2000 as the disclosure of this information may lead to the identification of those individuals. This exemption is not subject to the public interest test.
 - c) I can confirm that GMSS holds this information, however as adjustments are made based on the current circumstances of the individual they are subject to frequent change. As each individual employee record would need to be searched and the information retrieved from within we believe that the cost of collating the information in order to respond to your request would exceed the 'appropriate limit' of £450 as defined by the Freedom of Information and Data Protection (Appropriate Limit and

Fees) Regulations 2004.

As a result, we are refusing your request under section 12(1) of the Freedom of Information Act 2000. A formal refusal notice is appended to this response.

- 3)
- a) 4 substantive GMSS employees are currently on secondment at another organisation. GMSS does not hold this information for previous periods.
 - b) None of the above mentioned roles are transfers to another organisation, they are secondments applied for and offered based on the skills that the individual can bring to the particular role that they have applied for within another organisation.

Refusal Notice – Section 12 Freedom of Information Act 2000

As adjustments are made based on the current circumstances of the individual they are subject to frequent change. As each individual record would need to be searched and the information retrieved from it for each of the adjustments that have been made we believe that the cost of collating the information in order to respond to your request would exceed the 'appropriate limit' of £450 as defined by the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004.

As a result, we are refusing your request under section 12(1) of the Freedom of Information Act 2000.

In estimating the cost of complying with a request for information, an authority can only take into account any reasonable costs incurred in:

- “(a) determining whether it holds the information,*
- (b) locating the information, or a document which may contain the information,*
- (c) retrieving the information, or a document which may contain the information, and*
- (d) extracting the information from a document containing it.”*

For the purposes of estimating the costs of performing the above permitted activities, all public authorities should calculate the time spent at a flat rate of £25 per person, per hour.

By extrapolating the present number of 18 that was given in answer to question 2a, as an annual figure there would be approximately 90 people that have self-declared as disabled.

In order to locate, retrieve and extract the information that you have requested in 2c from our records we estimate it would take approximately 135 hours (90 records x 90 minutes = 135 hours). This equates to approximately £3375 (135 x £25 = £3375).

Queries:

It is hoped you find these details helpful to your enquiries. However, if you are unhappy with this response please let us know, giving your reasons for believing we have not satisfied the requirements of the Freedom of Information Act.

The matter will then be considered by the Freedom of Information officer who will respond in writing. This correspondence will include details of the Information Commissioner who you can contact if you remain dissatisfied with our response.

Freedom of Information Office
Patient Services
GM Shared Services (hosted by Oldham CCG)
Ellen House, Waddington Street, Oldham, OL9 6EE
Email: foi.gmcsu@nhs.net

Telephone: 0161 212 6270