

Date 12/12/2025  
Your Ref  
Our Ref 10842

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Dear

## FREEDOM OF INFORMATION – SUSPENDED STAFF

I write in response to your request for information in relation to suspended staff.

Question:

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? Where an employee's suspension covers multiple financial years, please only include the year where they were initially suspended.

Answer:

Financial Year	Headcount
2020/2021	5<
2021/2022	5<
2022/2023	7
2023/2024	5<
2024/2025	5<
2025/2026 to date	5<
Total	20

### Notes:

'2025/2026 to date' refers to April 2025 to October 2025

Question:

2. In relation to Q1, what is the respective salary of these employees?

Answer:

Financial Year	Total Combined Pay
2020/21	£102,013
2021/22	£25,808
2022/23	£216,057
2023/24	£237,413
2024/25	£77,178
2025/26 to date	£39,498

Headquarters  
Mainpoint  
102 West Port  
Edinburgh EH3 9DN

Chair Professor John Connaghan CBE  
Chief Executive Professor Caroline Hiscox  
*Lothian NHS Board is the common name of Lothian Health Board*

Question:

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

Answer:

Reason	Headcount
Capability	5<
Conduct	18
Medical Suspension	5<

To protect the identity of the individuals involved any figure of 5 or less has not been shown in the table above. Since we do not have their consent to release this data from their records, the information is exempt under section 38(1)(b) of the Freedom of Information (Scotland) Act i.e. to provide it would breach the Data Protection Act (2018).

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal). If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

**ALISON MACDONALD**  
**Executive Director, Nursing**  
Cc: Chief Executive