

Date: 07/10/2026
Our Ref: 11726
Enquiries to loth.freedomofinformation@nhs.scot

Dear

FREEDOM OF INFORMATION – SETTLEMENT AGREEMENTS

I write in response to your request for information in relation to settlement agreements in NHS Lothian.

Question:

1. Please provide the total number of staff who have received exit payments, settlement agreements, or redundancy/severance packages in each of the last five financial years (2021-22 to 2025-26). For each payment, please provide:

- a) The financial year in which the payment was made
- b) The reason for departure (e.g. compulsory redundancy, settlement agreement, etc)
- c) The cost of the payment

Answer:

The information you have requested is detailed in the table below. I have not released numbers of staff of 5 or fewer in the table, as this information could lead to the identification of the individuals involved. Since we do not have their consent to release their personal data, the information is exempt under section 38 of the Freedom of Information (Scotland) Act 2002 as to provide it would breach the principles of the Data Protection Act 2018.

Redundancy costs, NHS Lothian					
Year	No. of staff	End of fixed term contract	Redundancy	Voluntary redundancy	Total cost
2021-22	≤5	0	£47,604.00	0	£47,604.00
2022-23	8	£30,292.81	0	0	£30,292.81
2023-24	9	£46,027.48	0	0	£46,027.48
2024-25	9	£17,063.10	0	£69,328.71	£86,391.81
2025-26	≤5	0	0	£142,851.07	£142,851.07

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 <https://www.foi.scot/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 reviewer at the address at the top 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.nhsllothian.scot/FOI>

Yours sincerely

ALISON MACDONALD
Executive Director of Nursing Midwifery and AHPs
Cc: Chief Executive