

S Sabato  
[request-580732-  
fa69e6a6@whatdotheyknow.com](mailto:request-580732-fa69e6a6@whatdotheyknow.com)

Date 12/07/2019  
Our Ref: RD/am FOI Ref 6672  
Direct Line 01463 717123  
Email [High-UHB.FOIRequestsHighland@nhs.net](mailto:High-UHB.FOIRequestsHighland@nhs.net)

Dear Mr Sabato

**Freedom of Information Act Review Request Ref 6672**

I refer to your email of July 3<sup>rd</sup> 2019 requesting an internal review of our initial response to the above FOI request. Please find below our response.

**1. Who gave authority to your head of finance and her colleague still running your accommodation department to instruct your payroll department to deduct payments from people's wages without asking for their permission?**

We do not deem this question as suitable for response under Freedom of Information legislation. We suggest you raise your concerns with the Feedback Team via [nhshighland.feedback@nhs.net](mailto:nhshighland.feedback@nhs.net) to ensure the points you have raised are dealt with appropriately. Additionally, you can contact the Human Resources department who may be able to provide guidance. They can be contacted via [high-uhb.hr-queries@nhs.net](mailto:high-uhb.hr-queries@nhs.net).

**2. Who gave authority to your payroll department to actually proceed with the deductions?**

We do not deem this question as suitable for response under Freedom of Information legislation. We suggest you raise your concerns with the Feedback Team via [nhshighland.feedback@nhs.net](mailto:nhshighland.feedback@nhs.net) to ensure the points you have raised are dealt with appropriately. Additionally, you can contact the Human Resources department who may be able to provide guidance. They can be contacted via [high-uhb.hr-queries@nhs.net](mailto:high-uhb.hr-queries@nhs.net).

**3. Who is supposed to monitor what your head of finance, her colleague still running your accommodation department (the same one that keeps overcharging certain people and that in liaison with her colleagues from your so-called security department and personnel department like to protect their local mates working in your organization – especially the one that was arrested for assault. I hope they are not the same people doing the investigation of the vandalization and smearing with faeces of my personal belongings) and the other ones running your payroll department are doing?**

Head Of Acute Service, Raigmore has oversight for Raigmore Finance and Accommodation at Raigmore. The Director of Human Resources has responsibility for the payroll services.



Interim Chair: Prof Boyd Robertson  
Chief Executive: Iain Stewart

NHS Highland, Assynt House, Beechwood Park, INVERNESS IV2 3BW

**4. Could you please provide the full names and contact details of your head of finance, her colleague still running your accommodation department and the other ones running your payroll department?**

We are unable to disclose the information requested in your questions, as this constitutes personal data in respect of which disclosure would contravene the Data Protection principles as the information falls within Section 1(a) – (d) and the terms of Section 10 (right to prevent processing likely to cause damage or distress) and this constitutes a ground of exemption in terms of Section 38(1) (b) of the Freedom of Information (Scotland) Act 2002.

Should you wish to contact specific departments, please mark your correspondence with the job title or department name and Assynt House, Beechwood Business Park, Inverness, IV2 3BW.

**5. Could your organization please provide copies of the internal policies and procedures it applies when it says that staff have to clock in and out at exactly their working hours (not one minute early, not one minute late) and with their uniform on or facing disciplinary actions? (I still do not see anybody of your own people working in your organization following those directions.)**

Please find attached the NHS Highland Flexi Policy and the NHS Highland Uniform Policy and Standards of Dress Policy.

**6. Could your organization please confirm the personal characteristics of the members of staff that have been warned, disciplined, made to resign, suspended and dismissed so far for not having adhered to the directions mentioned in Q.5? (I still do not see anybody of your own people working in your organization following those directions.)**

We are unable to disclose the information requested in your questions, as this constitutes personal data in respect of which disclosure would contravene the Data Protection principles as the information falls within Section 1(a) – (d) and the terms of Section 10 (right to prevent processing likely to cause damage or distress) and this constitutes a ground of exemption in terms of Section 38(1) (b) of the Freedom of Information (Scotland) Act 2002.

I hope this information is helpful. If you are unhappy with my response, then you have the right to appeal to the Scottish Information Commissioner within six months of the date of receiving this response. Contact details are as follows:

Scottish Information Commissioner  
Kinburn Castle  
Doubledykes Road  
St Andrews  
KY16 9DS

Telephone: 01334 464610  
Fax: 01334 464611  
e-mail: [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal)

Should you then wish to appeal against the Commissioner's decision, there is a right of appeal to the Court of Session on a point of law only.

Yours sincerely

**Ruth Daly**  
**Board Secretary**