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ref. NKT/FOI/ 196329  
17<sup>h</sup> March 2011

Dear Mr Southern,

## Re: Information request

Thank you for your further requests for information from NHS Blood and Transplant (NHSBT) regarding staff dismissal.

### Please supply me with the following information:

**How many staff have been dismissed in the past 10 years?**

**The reasons for the dismissal under the NHSBT disciplinary code.**

**The number of appeals against dismissal, and the reasons for appeal.**

**The number of appeals upheld and the outcome i.e reinstatement / compensation / etc.**

**How many staff have signed a confidentiality and or, a non disclosure document, or a "Gagging order" in the last 3 years?**

**How many times in the last 5 years have the NHSBT or their representatives attended an ACAS appeal hearing?**

**For what reason did they attend and the outcome of any such hearing.**

I am writing to let you know that following investigation NHSBT is unable to provide you with the information you have requested for the reasons given below. Whilst we are committed to meeting your needs, we would be failing in our duty if we did not consider the applicability of all the Act's exemptions.

NHSBT does not hold the information in the format in which you are requesting. As explained in our previous response, information on disciplinary action is only kept in employees' personal files for the length of any sanction time, then removed as per disciplinary policy.

NHSBT is unable to provide you with further details. The reason for this is we estimate that it will cost more than the cost limit specified in section 12 of the Freedom of Information Act (2000) to check all files for present and past employees for the time periods requested. The limit specified for public authorities is £450, which represents the estimated cost of one person spending 2 ½ working days in determining whether the organisation holds the information, and locating, retrieving and extracting the information.

Please quote the reference number above in any future communications.

Yours sincerely,

Mr. Narinder Thapar, BA (Hons)  
NHS Blood and Transplant  
Email: [xxxxxxxx.xxxxxx@xxxxx.xxx.xx](mailto:xxxxxxxx.xxxxxx@xxxxx.xxx.xx)

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request an review of our decision, you should write to: Head of Service Quality, NHS Blood and Transplant, Oak House, Reeds Crescent, Watford, Hertfordshire WD24 4QN (Email: [customer.services@nhsbt.nhs.uk](mailto:customer.services@nhsbt.nhs.uk)).

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by NHS Blood and Transplant. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

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