

David Fisher

1 March 2021

Dear Mr Fisher

REQUEST UNDER THE FREEDOM OF INFORMATION (SCOTLAND) ACT 2002 (FOISA)

Thank you for your request under the Freedom of Information (Scotland) Act 2002 (FOISA).

Request & Response

Please see the attached response.

1. During the period of the current Chief Executives tenure please provide:

Geoff Ogle appointed to the post of Chief Executive on 01 April 2015.

a. The number of staff who have left the organisation.

The number of staff who have left Food Standards Scotland (FSS) is 85*. (This is permanent employees and FTA's only). We do not hold data on agency staff leavers.

**Of the 85 leavers, this included:*

17 retirees

16 Fixed Term appointments which came to an end

8 who transferred to another government department

3 deaths in service

b. The average number of staff during this period, excluding the Chief Executive. This should be calculated by adding the number of staff at the Chief Executive's start date to the number of staff at the date of calculation and dividing by two.

	Headcount excluding CEO
Total Number of staff as at April 2015	149
Total Number of staff as at February 2021	273
Average Number of staff during tenure	211

c. The turnover percentage. This should be calculated by dividing 1a by 1b and multiplying by 100. This is the industry standard method for calculating turnover.

In relation to 1a and 1b:- staff should include any members of staff defined as 'workers' in terms of 230(3) of the Employment Rights Act 1996, including but not limited to casual workers or zero hours workers.- The data should be provided as the number of individual people and not full time equivalents.

85/211 x 100 = 40.28% (These figures related to permanent and FTA's only). We do not hold data on agency staff leavers.

2. In relation to number of staff who have left the organisation provided at 1a above, please provide the total cost associated with those members of staff leaving including but not limited to:- recruitment costs, including agency and advertisement costs- severance pay- redundancy pay- payments in lieu of untaken statutory and contractual leave- Payments in lieu of notice- Payments in lieu of benefits in kind- Additional pension contributions made on behalf of the staff- Compensation or negotiated settlements- Ex gratia payments - legal fees

	Compensation for loss of Office (Audited)	Comments
2020 – 2021	None to date	None to date (will be published in Annual report and accounts at a later date).
2019 - 2020	None	<p>FSS had no redundancy and other departure costs in 2019/20 related to active staff members. Exit costs are accounted for in full in the year of departure. Ill health retirement costs were met by the pension scheme and are not included. There was one retirement on ill health grounds in 2019/20.</p> <p>There was a lump sum payment of £13k made to a member of staff whose employment came to an end during the financial year 2019/20 due to a long period of sickness absence. This payment was made up of £4k for 5 weeks' pay in lieu of notice and £9k in respect of efficiency dismissal notification as advised by My Civil Service Pension Scheme (MCSPS).</p>
2018 - 2019	None	FSS had no redundancy and other departure costs in 2018/19 related to active staff members. Exit costs are accounted for in full in the year of departure. Ill health retirement costs were met by the pension scheme and are not included. There was one retirement on ill health grounds in 2018/19.

2017 - 2018	None	FSS had no redundancy and other departure costs in 2017/18 related to active staff members. Exit costs are accounted for in full in the year of departure. Ill health retirement costs were met by the pension scheme and are not included. There were no early retirements on ill health grounds in 2017/18.
2016 - 2017	None	FSS had no redundancy or other departure costs in 2016/17 related to active members of staff. A final lump sum capital payment of £101k was made in respect of a former FSA in Scotland member of staff's exit from the early departure scheme in 2016/2017. When the provision for early departure was re-valued at the end of 2015/16 this lump sum was not included, as a result the additional cost was fully accounted for in 2016/17.
2015 - 2016	None	FSS had no redundancy or other departure costs in 2015/2016. Ill health retirement costs were met by the pension scheme and are not included. There were no early retirements on ill health grounds in 2015/16.

The information in this table was taken from [FSS Annual Report and Accounts available on our website](#)

Recruitment/Advertising - we do not track recruitment/advertising costs as this is delivered centrally from Scottish Government Resourcing as part of our Shared Service complement.

Your right to request a review

If you are unhappy with this response to your FOI request, you may ask us to carry out an internal review of the response, by writing to Mr Geoff Ogle, Chief Executive, Food Standards Scotland, 4th floor, Pilgrim House, Aberdeen AB11 5RL, email openness@fss.scot. Your review request should explain why you are dissatisfied with this response, and should be made within 40 working days from the date when you received this letter. We will complete the review and tell you the result, within 20 working days from the date when we receive your review request.

If you are not satisfied with the result of the review, you then have the right to appeal to the Scottish Information Commissioner. More detailed information on your rights is available on the Commissioner's website at: www.itspublicknowledge.info.

Yours sincerely

Stuart Keith

Openness & Correspondence Officer
Food Standards Scotland