

# East Lothian Council

FOI Ref: 2018/306(486177)

*Could I please request the following information...*

- 1. Since 2005, how many ELC staff have been subject to dismissal on grounds of capability, as per ELC managing attendance guidelines.**

131 East Lothian Council (ELC) employees have been dismissed on the grounds of capability due to ill health.

- 2. How long were the individuals off sick before dismissal proceeding were initiated.**

ELC does not specifically record this information and unfortunately we do not have the facility to collate this level of detail. In view of this, under Section 17(1)(b) of the Act, I must formally advise you that ELC has been unable to comply with this part of your request as the information you require is not held.

- 3. How long had the individual's dismissed been employed by ELC.**

Year of Dismissal	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	Annual Total
2005	4	1	2	3	1				11
2006	1	2							3
2007	5	1	2	2		1	1		12
2008	1	2							3
2009	7	3	1		1				12
2010	4	2		2					8
2011		3	5						8
2012	2	3	1	2	1	2			11
2013	2	5	4	1	1		2		15
2014		1	1	2	1				5
2015	2	4	2	1	2	1			12
2016	3	8	4	5				1	21
2017		3		2	4				9
2018		1							1
<b>Total</b>	<b>31</b>	<b>39</b>	<b>22</b>	<b>20</b>	<b>11</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>131</b>

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4. *Since 2005, how many individuals were redeployed as a result of diminished capability as per ELC managing attendance guidelines.*

This data has only been captured since 2011. Therefore, under Section 17(1)(b) of the Act, I must formally advise you that ELC has been unable to comply with your request for information prior to 2011 as the information is not held.

Since 2011, however, 14 employees have been redeployed.