



## Response to Request for Information

Reference      FOI 061567  
Date            15 June 2015

### ***Management Attendance Policy***

Request and response in 'blue':

1. How many dismissals have there been in that period under the Management of Attendance Policy?  
From 1<sup>st</sup> April 2014 there have been 41 dismissals under Management of Attendance Policy.
2. Of these dismissals how many female to male?  
31 Female, 10 Male.
3. Of these dismissals for each gender please state the age groups?  
Male – 21 - 30 = 5  
          41 - 70 = 5  
  
Female – 18 - 40 = 7  
          41 - 50 = 12  
          51 - 60 = 12
4. Of those dismissals please state how many of those employees were post-operative?  
We can confirm that the Council holds information falling within the description specified in your request. However, Section 12 of the Freedom of Information Act 2000 allows a public authority to refuse a request if the cost of providing the information to the applicant would exceed the 'appropriate limit' as defined by the Freedom of Information. The Regulations provide that the appropriate limit to be applied to requests received by local authorities is £450 (equivalent to 2.5 days of work).

In estimating the cost of complying with a request for information, an authority can only take into account any reasonable costs incurred in:

- (a) Determining whether it holds the information,
- (b) Locating the information, or a document which may contain the information,
- (c) Retrieving the information, or a document which may contain the information,

and

*(d) Extracting the information from a document containing it.*

*For the purposes of the estimate the costs of performing these activities should be estimated at a rate of £25 per hour.*

We can confirm the information you have requested is not recorded centrally. In order to obtain the information you require, we would need to manually interrogate each individual file and extract information accordingly. This would require a manual exercise by determining, locating and extracting the information and therefore believe that the aggregated time it would take to collate the information would be in excess of 18 hours (equivalent to a notional cost of £450)

5. Of those dismissals, please state how many were still waiting for an operation?  
[As question 4.](#)
6. Please provide guidelines of your exemptions?  
[Exemptions can be submitted and agreed as per the Management of Attendance Policy](#)
7. On the above numbers 4 & 5 how many were granted exemptions?  
[As question 4.](#)
8. On the above please state on the numbers that weren't given exemption (under your guideline) why didn't they meet the criteria? Please specify under your guidelines each number?  
[As question 4.](#)
9. On the number above (7) how many were managers?  
[As question 4.](#)
10. On the above figure please specify gender, age, race?  
[As question 4.](#)