

Ref: HQ 19191

1 November 2019

Dear

Thank you for your request dated 21 October 2019 under the Freedom of Information (Scotland) Act 2002 (FOISA). This gives a statutory deadline for responding by 18 November 2019. For reference I have copied your request below. You asked:

Request for Information

RFI 1 Please provide detail of the number and nature of any staff related disciplinary incidents, including any outcome, punitive or supportive measures taken in HMP Grampian in 2018 and 2019.

To clarify, SPS employee discipline procedures are governed by the SPS Code of Conduct policy within which there are two levels i.e. Misconduct and Gross Misconduct. We have interpreted your request to relate to the number of employees investigated within both of these levels and related outcomes. The detail provided reflects relevant financial years as recorded by SPS i.e. from 2018/2019 to date.

In response to RFI 1, we do endeavour to provide information whenever possible. However providing specific numbers may lead to the subsequent identification of the employee(s) concerned. In this instance an exemption under section 38(1) (b) (personal information) of FOISA has been applied to information requested.

We can however confirm there have been 8 investigations during the period with the nature of these investigations comprising Inappropriate/Unacceptable Behaviour, Failure to Follow Procedure and Security Breach. The related outcomes are categorised as No Case to Answer, Investigation Not Concluded and Verbal Warning.

If you are unhappy with this response to your request, you may ask us to carry out an internal review, by writing to The Chief Executive, Calton House, 5 Redheughs Rigg, Edinburgh, EH12 9HW. Your request should explain why you wish a review to be carried out, and should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If you are not satisfied with the result of the review, you then have the right to make a formal complaint to the Scottish Information Commissioner.

Yours sincerely