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Reference: 66051819

Email:

kcc.information@email.icasework.com

Date: 27 August 2026

Dear ###

Thank you for your request for information made under the Freedom of Information Act (FOIA) 2000/Environmental Information Regulations 2004 relating to employee suspensions. Please accept my sincere apologies for the delay in responding to your request, I appreciate that the Council has not complied with statutory timescales on this occasion. Please see the response provided below:

This request follows KCC's response under reference 64725409, which provided aggregate information about employee suspensions active since 1 May 2025, including the number beginning and ending, duration bands, mean and median duration, and directorate totals.

Please provide the equivalent aggregate information, using the same definitions, methodology and employee population, for each of the following financial years: 2021/22, 2022/23, 2023/24, 2024/25, 2025/26

For each financial year, please provide:

- 1. The number of new suspension episodes beginning during the year.***
- 2. The number of suspension episodes ending during the year.***
- 3. The total number of suspension episodes active at any point during the year.***
- 4. The mean duration of those suspension episodes in calendar days.***
- 5. The median duration in calendar days.***
- 6. The number falling within each of the following duration bands:
0-30 days; 31-90 days; 91-180 days; 181-365 days; 366 days or more.***
- 7. The number of suspension episodes by KCC directorate.***

Please confirm whether the figures count individual employees or separate suspension episodes. Where one employee was suspended more than once, please explain how that person was counted.

Please also confirm whether the mean and median include suspensions still open at the date of extraction and, if so, the date used to calculate their elapsed duration.

I am requesting only aggregate statistical information. I do not require employee names, case details, reasons for suspension, outcomes, payroll records or service-level information.

Please provide the figures in Excel or CSV format where reasonably practicable. KCC has already supplied these categories of information for a later period. I am therefore requesting that the same established reporting or extraction method be applied to the earlier financial years, rather than asking officers to undertake a manual review or create new classifications.

	2021/22	2022/23	2023/24	2024/25	2025/26
No. of new suspensions	32	26	40	53	54
No. of suspensions ended	36	28	28	49	38
Total suspensions during year	42	32	44	69	74
Mean duration of suspensions	88	142	108	139	166
Median duration of suspensions	56	106	94	131	112
	2021/22	2022/23	2023/24	2024/25	2025/26
0-30 Days	17	<5	11	12	7
31-90 Days	9	10	10	9	22
91-180 Days	11	7	15	28	19
181-365 Days	5	11	8	18	19
366 Days or more	0	0	0	<5	7
	2021/22	2022/23	2023/24	2024/25	2025/26
CY	20	17	28	46	46
AH	11	8	12	13	21
GET	11	7	<5	8	6
CED	0	0	0	<5	0
DCED	0	0	0	0	<5

Each data point relates to an individual case, as opposed to by employee or episode. Where suspensions were still active at the end of the financial year, averages are calculated against the elapsed time of the suspension up to the end of the respective financial year.

As some of the numbers are very low (less than 5), the information cannot be disclosed as it could potentially identify the individuals involved, especially if combined with other data, and this would constitute a breach of the Data Protection Act 2018. Therefore, this information is exempt from disclosure under section 40(2) of the Freedom of Information Act 2000 on the grounds that it is personal information.

If you are unhappy with this response, and believe KCC has not complied with legislation, you have 40 working days from the date of this response to ask for a review. You can do this by following our complaints process; details can be found at this link <https://www.kent.gov.uk/about-the-council/complaints-and-compliments#tab-10> on our website. Please quote the reference number 66051819 in any future communications.

If you remain dissatisfied following an internal review, you can appeal to the Information Commissioner, who oversees compliance with both the Freedom of Information Act 2000 and Environmental Information Regulations 2004. Details of what you need to do, should you wish to pursue this course of action, are available from the Information Commissioner's website <https://ico.org.uk/make-a-complaint/>, or you can phone the ICO Helpline on 0303 123 1113.

I will now close your request as of this date.

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