

58856

The total number of employees overpaid salary.

365 overpayments have been identified. 39% of these overpayments relate to Sessional Annual Leave Calculations (SALC's). SALC overpayments occur because we pay sessional colleagues and annualised salary and overpayments only become apparent when the colleague moves to a non-sessional role or exit the organisation,

The total amount overpaid as a gross figure.

£650,997, during the same period we paid colleagues £470.6m which equates to an accuracy rate of 99.98 accuracy.

The individual amounts overpaid gross.

We do not release figures relating to individual colleagues.

Under the terms of the legislation, a request for information can be refused where one or more exemptions listed in the legislation apply. In this instance, the Council is claiming exemption 38(1)(b) (read in conjunction with section 38(2)(a)(i)) to the information that you have requested.

Personal data means data which relate to a living individual who can be identified from those data. We consider that the release of this information would breach the first data protection principle, that of fair processing, as it would not be fair, or expected, for information which could identify individuals to be released into the public domain.

Please note that in terms of section 16 of FOISA; this is a formal notice that the information requested is not being provided.

The total number of employees underpaid.

755. Due to the size and complexity of the organisation we start the payroll process 2-3 weeks before we pay colleagues. This means there will always be a requirement, where appropriate to make manual payments to colleagues.

The total amount underpaid as a gross figure.

£752,335.

The total outstanding overpayment of salary balance

£1,629,270

In addition, your committee paper 'Salary Overpayments' 29th April 2025 by Deborah Smart and Nareen Turnbull

Section 4.1.2

Introduction of new HR and Payroll System MyHr

'All colleagues can now submit claims online resulting in less manual interventions'

Can you clarify if this statement is accurate as your extranet states multiple groups including supply, casual, tertiary and facilities management use an intermediary system and there is an issue with costed claims. They do not claim online directly into Oracle as suggested by the paper and there is significant manual work loading claims to Oracle?

The HR and Payroll system has the functionality to process adhoc/additional claims for all employees and workers,(supply, casual etc), the current business decision is that we will accept “off system submissions” where appropriate and after discussion with senior managers within the service area. For example, our educational establishments use a system to record and book supply assignments, it is currently more efficient for these claims to be submitted in bulk rather than individually, however, we will continue to review this situation.