



Warwickshire Office of the PCC
3 Northgate Street
Warwick
CV34 4SP

**FOI Request regarding: Staff redundancies
and payments made**

Request received: 4 May 2016

Responded: 1 June 2016 and Review

Response on 28 June 2016

Q 1. How many OPCC staff have been made redundant, dismissed or taken voluntary exit between November 2012 and April 2016?

A. Two Members of staff of the Warwickshire Office of the Police and Crime Commissioner have taken voluntary redundancy between November 2012 and April 2016.

Q 2. What is the total amount given to them in voluntary exit payments, redundancy pay, severance payments, lump sums, payments in lieu of notice, compensation awards and pension payments?

A. Your request has been refused because it has been concluded that the information requested is absolutely exempt from disclosure. The exemption applied is Section 40(2) of the Freedom of Information Act 2000.

This exemption applies because disclosing the information requested would contravene the Data Protection Act 1998. The reason for this is that it would not be fair and lawful to disclose this information into the public domain. The individuals concerned would not expect that such details would be disclosed in this way. Disclosure could cause them distress as they would have the reasonable expectation that such details would remain confidential and as such disclosure would be an unwarranted invasion of their privacy.

Under our duty to advise and assist, we have considered whether there is any way that this information can be provided to you in an anonymised form, however due to the information relating only to two individuals; it is not possible to provide you with any information without potentially identifying the individuals and/or disclosing details of their termination arrangements.

As this is an absolute exemption no consideration of the public interest test is required.

Q 3. What was the single highest payment?

A. See response to previous question.

Q 4. How many of them signed confidentiality or 'gagging' clauses as part of compromise agreements when they left?

A. The two members of staff were bound by the provisions of the Official Secrets Act and by virtue of this would be under a duty of confidentiality in respect of information that had come into their possession whilst performing their roles at the OPCC. This obligation would continue beyond any termination of employment contract.

Review Request

A review into the decision to not disclose information on the questions 2 and 3 of the original request was requested by the applicant. As a result of the review the following information was provided to the requestor.

The information was still withheld but it was confirmed that both payments fell into the £0 - £20,000 pay band.