



Reference: FOI1391

Request:

I am writing to obtain information about your organisation's spending on settlement agreements in 2016-17, 2017-18 and 2018-19.

Please note, if your organisation has taken part in a merger with any other local authority since the relevant timeframe, please include the relevant data for that 'legacy council'.

Please include the following information:

- * The total number of settlement agreements for each financial year.
- * The total costs associated for each settlement agreement in each financial year. This includes, but is not limited to, a payment of salary, payment in lieu of a notice period and payment of compensation for loss of office.

A settlement agreement is a legally binding agreement between an employer and employee used to set out terms and conditions under which a contract of employment is to be terminated. The purpose is for an employee to be given a compensation package, in exchange for giving up a statutory right to make a claim at an employment tribunal.

A settlement agreement is not any exit payment which includes a statutory right to make a claim at an employment tribunal.

In addition, please exclude any settlements agreed under a mutually agreed resignation/severance scheme.

If you are unable to answer one of the questions, please continue and answer the subsequent ones. In particular, if 2018-19 data is not yet fully available, please answer to the best of your ability or omit this year from the response.

Response:

This information is not centrally recorded or held in a format that differentiates between compromise and other termination payments. To respond, a search of all relevant employee files would be required. Therefore, it is not possible to respond to this request within the appropriate time limit as set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004.

Individuals would not expect information about their employment to be disclosed. To disclose the requested information would be 'unfair' and breach their rights under data protection legislation.