



11 April 2018

FREEDOM OF INFORMATION REQUEST – 452/18

Dear Sir/Madam

Your request for information has now been considered and the information requested is provided below.

Request:

A) How many non-disclosure agreements has the authority agreed in each of the calendar years of 2014, 2015, 2016 and 2017. Please provide individual figures per year. Please provide reasons for the agreements being agreed where possible (e.g. 2 whistleblower complaints).

B) Please provide the total amount of financial compensation awarded as part of these agreements for the entirety of this period in £.

Response:

Our response is based on this referring to Settlement Agreements.

| A | NDA's per year | | | |
|---|----------------|---------|---------|---------|
| | 2014/15 | 2015/16 | 2016/17 | 2017/18 |
| | 4 | * | * | * |

| Reasons | 2014/15 | 2015/16 | 2016/17 | 2017/18 |
|---------|---------|---|---------|---------|
| | | Grievance disputes / resolution of absence issues | | |
| | | Grievance dispute / breakdown in employer/employee relationship | | |
| | | Grievance dispute; breakdown in employer/employee relationship. | | |
| | | Disability Discrimination / Redundancy | | |

| B | Total amount of financial compensation awarded as part of these agreements 2014-2017 inclusive (£) | | | |
|---|--|---------|---------|---------|
| | 2014/5 | 2015/16 | 2016/17 | 2017/18 |
| | £21,240 | £1,000 | £500 | £28,870 |

* In accordance with the Freedom of Information Act 2000 this email message acts as a Refusal Notice.

We can confirm that we hold the information however we are unable to supply it as we consider this information to be exempt due to the low number of individuals identified.

The Council is relying on Section 40(2) – personal information in that it believes the exemption applies because the information is personal information and we believe that disclosure would not be fair or lawful because it would breach the first data protection principle as outlined in Schedule 1 of the Data Protection Act 1998. We consider that these individuals would have a reasonable expectation of privacy.

You are free to use any documents supplied for your own use, including for non-commercial research purposes. The documents may also be used for news reporting. However, any other type of re-use, for example by publishing the documents or issuing copies to the public will require the permission of the copyright owner, where copyright exists. Such a request would be considered separately in accordance with the relevant Re-use of Public Sector Information Regulations 2005 and is not automatic. Therefore, no permission is implied in the re-use of this information, until such a request to re-use it has been made and agreed, subject to any appropriate conditions. Any request to re-use the information should be made to me at the address below.

If you are dissatisfied with the handling of your request please contact the Head of Corporate Governance, Rutland County Council, Catmose, Oakham, Rutland LE15 6HP
You can also complain to the Information Commissioner at:

The Information Commissioner's Office
Wycliffe House, Water lane
Wilmslow, Cheshire
SK9 5AF
Tel: 01625 545700

Yours faithfully

FOI Administrator
Corporate Support Team, Rutland County Council