



# Rutland County Council

**Rutland County Council**  
Catmose  
Oakham  
Rutland  
LE15 6HP

**telephone:** 01572 722 577  
**fax:** 01572 758 307  
**email:** [FOI@rutland.gov.uk](mailto:FOI@rutland.gov.uk)  
**web:** [www.rutland.gov.uk](http://www.rutland.gov.uk)

11 April 2019

## FREEDOM OF INFORMATION REQUEST – 429/19

Dear Sir/Madam

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

Request / Response:

I am writing to request information related to employment-related disputes made against Rutland County Council by employees of your organisation. Under the above-mentioned Act I would like you to provide me with the following information please:

Part 1)

Does your organisation currently use a self-service HR system:

Answer:

No

Part 2)

For each of the years 2016, 2017 & 2018, please provide answers to the following:

Total number of staff directly employed by your organisation

Total wage bill of staff directly employed by your organisation

Total number of ACAS Early Conciliation notices submitted by employees against your organisation

Total number of ACAS Early Conciliation notices that your organisation settled financially prior to progressing to Employment Tribunal

Total number of ACAS Early Conciliation notices that progressed to Employment Tribunal cases

Total number of Employment Tribunal cases won by your organisation

Total number of Employment Tribunal cases lost by your organisation

Total monetary value of all ACAS or Tribunal or other employment-related dispute settlements and damages awards paid out to claimants.



Answer:

	2016/17	2017/18	2018/19
Total number of staff directly employed by your organisation	459	475	483
Total wage bill of staff directly employed by your organisation	£12,377,070	£13,246,127	£14,198,765
Total number of ACAS Early Conciliation notices submitted by employees against your organisation	*	0	0
Total number of ACAS Early Conciliation notices that your organisation settled financially prior to progressing to Employment Tribunal	*	0	0
Total number of ACAS Early Conciliation notices that progressed to Employment Tribunal cases	0	0	0
Total number of Employment Tribunal cases won by your organisation	0	0	0
Total number of Employment Tribunal cases lost by your organisation	0	0	0
Total monetary value of all ACAS or Tribunal or other employment-related dispute settlements and damages awards paid out to claimants.	£15,000	0	0

\* 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 Part 4, Chapter 2 of the Data Protection Act 2018. 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 Data Protection Officer, 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  
Business Support Team  
Rutland County Council