

21st August 2013

I write following your FOI request dated 23.7.13 in which you request;

Under the terms of the Freedom of Information Act 2000, please provide me with full answers to each of the following questions:

- 1. How many former Police Authority staff have been made redundant or taken voluntary exit since November 2012?*
- 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?*
- 3. What is the single highest payment made to a former Police Authority employee?*
- 4. How many of them signed confidentiality clauses as part of their departure?*
- 5. Have any former Police Authority employees since been re-employed by the OPCC?*

This request has been handled under the Freedom of Information Act 2000.

Regarding your request I can now inform you that I have completed my enquiries and that my reply on behalf of the Office of the Police and Crime Commissioner for Cleveland is as follows.

I can confirm that the Office of the Police and Crime Commissioner for Cleveland does hold some of this information.

I will answer your questions in order:

- 1. How many former Police Authority staff have been made redundant or taken voluntary exit since November 2012?*

Response : One

- 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?*

Response: I am refusing this part of your query under s21 of the FOIA, as this information is reasonably accessible by other means, namely on our website. For ease I have below given you the web link to access this information.

<http://www.cleveland.pcc.police.uk/Document-Library/Audit-Committee-Papers/Item-12-Unaudited-Statement-of-Accounts-Appendix-1.pdf>

- 3. What is the single highest payment made to a former Police Authority employee?*

Response: I require clarification on this aspect of your query, as it is not clear what this question means – does it mean in the history of the entire Police Authority, which came into existence in 1997, some 15 years prior to the new entity Police and Crime Commissioner’s being enacted by law – or does it mean since 2012. If the latter, then see the answers to 1 and 2 above.

If for the entire history of the Police Authority then I would consider refusing this query under s12 of the FOIA (cost limit)

"Section 1(1) of the FOIA does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit"

The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 ("the Regulations") sets the appropriate limit at £600 for this public authority. A public authority can charge a maximum of £25 per hour for work undertaken to comply with your request which amounts to 24 hours work in accordance with the appropriate limit of £600. I estimate that complying with your request (if you are requesting from 1997) may cost more than the cost limit. When considering your request I can consider the time taken in:

- i. determining whether we hold the information;
 - ii. locating the information, or a document which may contain the information;
 - iii. retrieving the information, or a document which may contain the information; and
 - iv. extracting the information from a document containing it.
- You will therefore understand how the four points above covering 15 years of information would easily exceed the cost limit.

I would be pleased if you would therefore clarify this part of your query.

4. *How many of them signed confidentiality clauses as part of their departure?*

Response: Again, as 3, I require clarification, does this just relate to since November 2012? If so then see 1. If not, then again through the entire history of the Police Authority ?

5. *Have any former Police Authority employees since been re-employed by the OPCC?*

Response: No. (However you may be aware that probably most new PCCs will have TUPE'd the previous Police Authority staff to the new entity of the Office of Police and Crime Commissioner)

I can confirm that the Office of the Police and Crime Commissioner for Cleveland has a complaints procedure.

If you are unhappy with the way your request for information has been handled, you can request a review by writing to:

Chief of Staff
Office of the Police and Crime Commissioner for Cleveland
Police Headquarters
Ladgate Lane
Middlesbrough
TS8 9EH

or you can follow the complaints procedure found on our website at:

www.cleveland.pcc.police.uk

If you remain dissatisfied with the handling of your request or complaint, you have a right to appeal to the Information Commissioner at:

The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Telephone: 08456 30 60 60 or 01625 54 57 45 Website: www.ico.gov.uk

There is no charge for making an appeal.

John Bage
Office of the Police and Crime Commissioner for Cleveland