CITY OF
WOLVERHAMPTON
C O U N C I L

# Response to Request for Information

**Reference**     FOI 111577
**Date**          16 November 2015

## *Staff Redundancies*

**Request:**

1. Can you please tell me how many council staff have been made redundant in each of the last five years?
2011 -   188
2012 -   132
2013 -   195
2014 -   777
2015 -   254

For each year split the response into two categories:
(i) those taking voluntary redundancy –
2011 - 120
2012 -   90
2013 - 113
2014 - 630
2015 - 168

(ii) those who were laid off
2011 -   68
2012 -   42
2013 -   82
2014 - 147
2015 -   86
Please note we assume your term of 'laid off' to mean compulsory redundant.  If it refers to statutory 'lay-off pay' – the response is nil.

2. Can you tell me the total amount in redundancy payouts the council has made in each year?
2011 - £1,849,437.01
2012 - £1,301,525.69
2013 - £1,718,108.91
2014 - £6,742,427.65
2015 - £2,069,210.30

3. For each year can you tell me the top five redundancy payouts, and if possible the job title each payout relates to?

2011 - £57,744.44
    - £43,500.41
    - £33,887.44
    - £30,828.84
    - £29,980.72

2012 - £39,040.16
    - £36,985.41
    - £28,502.28
    - £27,039.30
    - £26,132.79

2013 - £31,908.41
    - £31,908.41
    - £31,669.20
    - £29,496.50
    - £28,324.22

2014 - £47,856.90
    £46,558.91
    £44,640.41
    £35,319.60
    £35,232.12

2015 - £29,765.31
    £27,877.94
    £25,584.63
    £24,714.90
    £24,714.90

With reference to the job title for each of the above payouts, the Council considers that the requested information is caught by the exemption to disclosure contained in Section 40 (2) of the Act and the related first condition of Section 40 (3).

To explain further, a disclosure made under the provisions of the Act is judged to be a disclosure to the wider world and here the Council must consider disclosure of personal information in line with the provisions of the DPA.

Individuals involved would also have no reasonable expectation that their details would be disclosed to the world-at-large.

Any disclosure of this information would be judged in this instance to breach DPA principles, notably the first principle – that of fair and lawful processing and the second principle-that of processing for specified and not-incompatible purposes and no information will be disclosed in this instance.

4. For each year how many staff that were made redundant were later employed again at the council?

Following careful consideration, the Council regrets to inform you that it has decided not to disclose this information.

Information you have requested has been withheld from disclosure. The exemption engaged is Section 12 of the Freedom of Information Act 2000 (FOI).

Section 12 of the FOI exempts Public Authorities from providing information where the estimated cost of compliance exceeds the appropriate limit. Any estimate must be undertaken in accordance with the limits set in fees regulations made under Section 12 (5) of the FOI.

These Fees Regulations (SI 2004/3244 Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations) allow for a refusal where the cost of compliance, for local authorities such as the Council, would exceed £450. As a guide, staff time to identify and extract this information is charged at a rate of £25 per hour.

In summary to provide the information you have requested it would take us at least 50 hours to compile as since the introduction of the a new system it is difficult to match historic data against our current establishment data and records and we would therefore have to carry out a manual trawl through each record.

In estimating the cost of complying with a request for information, an authority can only take into account any reasonable costs incurred in:

*"(a) determining whether it holds the information,*

*(b) locating the information, or a document which may contain the information,*

*(c) retrieving the information, or a document which may contain the information, and*

*(d) extracting the information from a document containing it".*