



Information Governance Team

Postal Address:
Coventry City Council
PO BOX 15
Council House
Coventry
CV1 5RR

www.coventry.gov.uk

E-mail: infogov@coventry.gov.uk

Phone : 024 7697 5408

20 August 2019

Dear Sir/Madam.

**Freedom of Information Act 2000 (FOIA)
Request ID: REQ06034**

Thank you for your request for information relating to exit payments made to employees.

You have requested the following information:

Could you please tell me about the exit payments made to employees at Coventry City Council over the last three financial years (2016/17, 2017/18, 2018/19)?

Could you detail the value of each payment, the reason why it was given (i.e early retirement, redundancy, pension top-ups, non-disclosure agreement etc), and the role of that staff member.

In response to the questions above, we can confirm that we hold this information and it is accessible to you via the Council website. Please see the "Statement of accounts" for each year you have requested using the following link:

https://www.coventry.gov.uk/downloads/2/budgets_and_spending

We therefore do not have to provide the information as per Section 21 of the FOIA.

With regards to disclosing the role of the staff member, this information is exempt under section 40 (2) of the FOIA. This exemption covers the personal data of third parties (anyone other than the requester) where complying with the request would breach any of the principles in the Data Protection Act.

This has been done as the Council considers that this information meets the definition for personal data set out in Section 3(2) and 3(3) of the Data Protection Act 2018 ("DPA") as:

(2) "personal data means any information relating to an identified or identifiable living individual (subject to subsection (14)(c))"

(3) "Identifiable living individual" means a living individual who can be identified, directly or indirectly, in particular by reference to –

(a) an identifier such as a name, an identification number, location data or an online identifier, or

(b) one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of the individual."

The Council thus considers that the requested information is caught by the exemption to disclosure contained in Section 40 (2) of the FOI Act and the related first condition of Section 40 (3).

This is an absolute exemption and there is therefore no requirement to consider the public interest.

For further clarification please see the information at the end of this letter.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email casework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours sincerely

Information Governance

Exit packages can be used when an employee leaves their place of work, for a number of reasons such as redundancy, retirement or ill-health.

In the case of redundancy and retirements, rules around these are set-out in national, statutory guidelines which Coventry City Council – like any other public sector organisation – must follow.

Exit packages are sometimes negotiated for other departures such as ill-health. Such agreements bring business certainty by managing the risk of a future employment dispute and are a standard business case-led practice used by many organisations across the public and private sectors.

Coventry City Council records exit packages in the following way:

Exit package cost bands	Number of compulsory redundancies			Number of other agreed departures			Total number of cost packages by cost band			Total cost of exit packages in each band		
	2016/17	2017/18	2018/19	2016/17	2017/18	2018/19	2016/17	2017/18	2018/19	2016/17	2017/18	2018/19
										£000	£000	£000
£0-20,000	31	49	13	117	155	63	148	204	76	1,120	1,140	411
£20,001-£40,000	14	19	2	25	10	3	39	29	5	1,073	837	142
£40,001-£60,000	3	7	1	17	6	1	20	13	2	1,012	636	112
£60,001-£80,000	2	3	1	9	0	0	11	3	1	802	209	78
£80,001-£100,000	1	0	0	5	2	0	6	2	0	538	182	0
£100,001-£150,000	0	1	0	7	1	0	7	2	0	820	238	0
£150,001-£200,000	0	1	0	2	1	0	2	2	0	326	319	0
£200,001-£250,000	1	0	0	3	0	0	4	0	0	906	0	0

£250,001- £300,000	0	0	0	0	0	0	0	0	0	0	0	0
£300,001- £350,000	0	0	0	0	0	0	0	0	0	0	0	0
£350,001- £400,000	0	0	0	0	0	0	0	0	0	0	0	0
£400,001- £450,000	0	0	0	1	0	0	1	0	0	448	0	0
Total	52	80	17	186	175	67	238	255	84	7,045	3,561	743