



**Information Governance Team**

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28 March 2022

Dear Sir/Madam

**Freedom of Information Act 2000 (FOIA)**

**Request ID: FOI404392117**

Thank you for your request for information relating to Pay for waste collection lorry drivers.

You have requested the following information:

**This request is related to the pay of drivers of waste collection lorry drivers. For the financial year 2020/2021 can you please provide the following information:**

**1) how many P60s were issued for the tax year 2020/2021 to waste collection lorry drivers?  
76.**

**2) how many of the P60s (in answer to question 1) recorded an annual salary for their work as waste collection lorry drivers in each of the pay brackets below:**

| Pay Bracket<br>£000 | Number of<br>Drivers |
|---------------------|----------------------|
| Less than 20        | Less than 5          |
| 20 to 30            | 21                   |
| 30 to 40            | 48                   |
| 40 to 50            | 6                    |
| More than 50        | 0                    |

**3) please confirm the name/title used by the council for the job roles for which P60's were included in the above answers. If there is more than one job role, then please state how many of the P60's included in the above answers were for each job role (ie. breakdown**

**question 1 by job role title)**

**Job Titles:** HGV Driver Class 2

To assist you further, as the data provided in Question 2 is nearing a year old, we have provided data for the calendar year January to December 2021 as shown below.

**SUMMARY FOR CALENDAR YEAR 2021**

| Pay Bracket<br>£000 | Number of Drivers |
|---------------------|-------------------|
| Less than 20        | 15                |
| 20 to 30            | 18                |
| 30 to 40            | 40                |
| 40 to 50            | 5                 |
| More than 50        | Less than 5       |

Please note that the figures above include: New Starters, people on parental leave pay and those who have reduced pay due to sickness absence, namely people who are on lower salaries because of their personal circumstances. These individuals sit in a number of the wage brackets identified. The numbers of each of these people have not been included but they account for a small percentage of the figures given.

The Freedom of Information Act 2000 (FOIA) contains a number of exemptions that allow public authorities to withhold certain information from release. We have applied the exemption at s40(2) of the FOIA to the information that is being withheld above.

Section 40(2) of the FOIA states that personal data relating to third parties (i.e. a party other than the person requesting the information) is exempt information if disclosure of the requested information would be contrary to the requirements of the UK General Data Protection Regulation (UK GDPR).

Section 40(2) is an absolute exemption not subject to the Public Interest Test. Provision of information in response to an FOIA request is effectively a public disclosure to the “world at large”. We must take into account that any information released under FOIA will be placed in the public domain, through our own disclosure log or by other means.

In this case, we believe that by disclosing the information we have withheld we would risk revealing information that would allow individuals involved (i.e. employees who on reduced pay due to their personal circumstances) to be identified. In such a case we would be disclosing personal information about those individuals.

There are only a small number of employees who are on reduced salaries due to their personal circumstances.

Disclosure of the requested information may allow colleagues in refuse to work out who the individuals are who are on reduced wages due their personal circumstances and how much they are being paid. Colleagues would therefore have access to information about individuals, that would not otherwise be shared with them.

When a request is made under FOIA for information that includes personal data we are required to consider whether disclosing those data would breach the data protection principles contained within Article 5(1) of the UK General Data Protection Regulation (UK GDPR).

We have followed the Information Commissioner's guidance in assessing whether it is fair to disclose this information under FOIA. This involves considering the nature of the information, the expectations of and potential harm (of disclosure) to the data subjects, and how any legitimate public interest in this information is balanced against the rights and freedoms of the data subjects.

We believe that potentially revealing the number of people on reduced salaries due to their personal circumstances and where they sit in the wage brackets identified would be contrary to the requirements of Article 5(1)(a) of the UK GDPR; namely that information must be processed lawfully, fairly and in a transparent manner in relation to the data subject. We note that none of the requested information is publicly available, and indeed great care is taken by those involved to maintain confidentiality.

The data subjects would therefore not have had a reasonable expectation that this information would be made public, either now or at the time the information was created. Additionally, we have not identified a lawful basis that would allow or require us to disclose this information. We have therefore concluded that disclosure of this information would be in contravention of the UK GDPR.

The supply of information in response to a FOI/EIR request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

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](mailto: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 [icocasework@ico.org.uk](mailto:icocasework@ico.org.uk).

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

Yours faithfully

**Information Governance**