



Information Governance Team

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18 May 2022

Dear Sir/Madam

Freedom of Information Act 2000 (FOIA)

Request ID: FOI419350110

Thank you for your request for information relating to Sickness Policy.

You have requested the following information:

1. Does the sickness policy for Coventry City Council stipulate a reduction to half pay after a specified period of absence, if so, after how long?

In response to Question 1, we refer you to the below table which highlights the scales of allowances for Occupational sick pay:

LENGTH OF SERVICE	SICKNESS ALLOWANCE
During 1 st Year of Service	1 Month's Full pay and (on completion of 4 months service) 2 Months half pay
During 2 nd Year of Service	2 Months Full pay and 2 Months half pay
During 3 rd Year of Service	4 Months Full pay and 4 Months half pay
During 4 th & 5 th Year of Service	5 Months Full pay and 5 Months half pay
After 5 Years of Service	6 Months Full pay and 6 Months half pay

- 2. How many employees who work for Coventry City Council have had full pay extended after the specified period of absence between 1st January 2019 and 1st January 2022?**
- 3. If full pay was extended for any employee after the specified period of absence between 1st January 2019 and 1st January 2022, what would their sickness be categorised as; cancer, serious illness, injury or other?**
- 4. If an employee has had full pay extended, between 1st January 2019 and 1st January 2022, what is their pay scale/grade? (Please supply an summary of pay grades with salary aligned)**
- 5. If an employee has had full pay extended after six months sickness, between 1st January 2019 and 1st January 2022, how many months was the pay extended for?**

In response to Questions 2 to 5, we are unable to disclose this information due to the low number of employees involved. Disclosing this information would risk identification of these employees.

Therefore, 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.”

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 it is the personal data of a third party (i.e., not yourself) and one of the conditions in section 40(3A-B) or 40(4A) is satisfied.

A disclosure made under FOIA is judged to be to the wider world. The individuals involved, would not reasonably expect that their details would be disclosed in this way. Section 40(2) is an absolute exemption not subject to the Public Interest Test.

The supply of information in response to a FOI 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

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.

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

Yours faithfully

Information Governance