

Ref no: 12/1647

17 December 2012

Thank you for your email of 23 November. You have requested the following information in Excel format for the periods (A) 1 September 2010 - 31 August 2011, and (B) 1 September 2011 - 31 August 2012.

1a) The total number of people who were promoted within the department during these time periods.

1b) Please provide a breakdown of the above figure showing the number of (a) women, (b) men, (c) people with disabilities, (e) a breakdown showing the ethnicity of people promoted.

1d) Please also provide a breakdown of the figures showing the age categories of the people promoted. Please use the following categories: (a) under 20, (b) 20-29, (c) 30-39, (d) 40-49, (e) 50-59, (f) 60 and over.

2a) The total number of redundancies (both voluntary and involuntary) in the department during these time periods.

2b) A breakdown of the above figure showing the number of redundancies which were (a) women, (b) men, (c) people with disabilities, (e) a breakdown showing ethnicity.

2d) Please also provide a breakdown of the figures showing the age categories of these people. Like in question 1, please use the following categories: (a) under 20, (b) 20-29, (c) 30-39, (d) 40-49, (e) 50-59, (f) 60 and over.

3a) The total number of people who received any kind of financial bonus(es) during these time periods.

3b) A breakdown of the above figure showing the number of people who received bonuses who were (a) women, (b) men, (c) people with disabilities, (e) a breakdown showing ethnicity.

3d) If possible, please also provide a breakdown of the figures showing the age categories of these people. Like in question 1, please use the following categories: (a) under 20, (b) 20-29, (c) 30-39, (d) 40-49, (e) 50-59, (f) 60 and over.

Freedom of Information Act 2000

Your request has been handled under the Freedom of Information Act 2000. Under the Freedom of Information Act 2000 ('Fol Act'), in which you have the right to:

- know whether we hold the information you have requested and;

- be provided with that information (subject to any exemptions under the Act which may apply).

Answer

Where the numbers on statistical summaries are so small that it may be possible to identify the individuals, exact numbers are not provided. This is usually where numbers are fewer than 5 members of staff. Where this is the case we have tried to group some of the categories requested in order to provide a fuller reply. This is because information which constitutes third party data is exempt under section 40 (personal information) of the FoI Act. Section 40(2) provides that personal data about third parties is exempt information if one of the conditions set out in section 40(3) is satisfied. Under the FoI Act disclosure of this information would breach the fair processing principle contained in the Data Protection Act, where it would be unfair to that person or is confidential.

You requested data for the time period September 2010 to August 2011 and September 2011 to August 2012. In November 2010 DECC moved to a single HR management information system from previous legacy systems. Therefore, DECC does not hold centrally the specific information you have requested and we estimate that providing the details that you have requested would exceed the cost limit of £600 provided under Section 12 of the FoI Act. This represents the estimated cost of spending 3.5 working days in determining whether DECC holds the information, locating, retrieving and extracting the information. The FoI Act provides that we are not obliged to comply with requests where the estimated cost of complying would exceed this limit.

To obtain this information would involve

- Locating the information which is held in an archive stored in another Department.
- Researching, extracting and collating the relevant diversity information with the employee records on the archive system.
- Matching that information with employee records on our current system to track internal promotions and bonus payments.

This exercise is estimated to take longer than the 3.5 working day limit. We have provided the information from November 2010 to August 2011 and September 2011 to August 2012.

For ease of reference I have included your questions.

1a) The total number of people who were promoted within the department during these time periods.

Internal staff promotions	
Period	Number of staff
November 2010 - August 2011	59
September 2011 - August 2012	142

1b) Please provide a breakdown of the above figure showing the number of (a) women, (b) men,

Internal staff promotions by gender	
Gender	Time period

	Nov 2010 - Aug 2011	Sep 2011 – Aug 2012
Men	24	82
Women	35	60

(c) people with disabilities,

Internal staff promotions by disability status	
Disability status	Sep 2011 – Aug 2012
Yes	11
No	100
Unknown	31

The numbers on statistical summaries by disability status for the period November 2010 to August 2011 are so small that it may be possible to identify the individuals therefore this information has been withheld under section 40 of the FoI Act as referred to above.

(e) a breakdown showing the ethnicity of people promoted.

Internal staff promotions by ethnicity	
Ethnicity	Sep 2011 - Aug 2012
White	87
Black and minority ethnic (BME)	19
Unknown	36

The numbers on statistical summaries by ethnicity for the period November 2010 to August 2011 are so small that it may be possible to identify the individuals therefore this information has been withheld under section 40 of the FoI Act as referred to above.

1d) Please also provide a breakdown of the figures showing the age categories of the people promoted. Please use the following categories: (a) under 20, (b) 20-29, (c) 30-39, (d) 40-49, (e) 50-59, (f) 60 and over.

Internal staff promotions by age		
Age	Time period	
	Nov 2010 - Aug 2011	Sep 2011 - Aug2012
Under 20	0	0
20-29	10	39
30-39	33	74
40 and over	16	29

The numbers on statistical summaries by age for some of the categories requested are so small that it may be possible to identify the individuals therefore this information has been withheld under section 40 of the FoI Act as referred to above. In order to provide as much information as possible some of the requested categories have therefore been grouped together.

2a) The total number of redundancies (both voluntary and involuntary) in the department during these time periods.

2b) A breakdown of the above figure showing the number of redundancies which were (a) women, (b) men, (c) people with disabilities, (e) a breakdown showing ethnicity.

2d) Please also provide a breakdown of the figures showing the age categories of these people. Like in question 1, please use the following categories: (a) under 20, (b) 20-29, (c) 30-39, (d) 40-49, (e) 50-59, (f) 60 and over.

From October 2008 when DECC was created to August 2012 DECC did not make any of its staff compulsorily or voluntarily redundant. There were 8 staff during the period April 2011 – March 2012 who chose to leave DECC under a Voluntary Exit Scheme.

Where the numbers on statistical summaries are so small that it may be possible to identify the individuals exact numbers are not provided. This is usually where numbers are fewer than 5 members of staff. As there are so few staff who have left the Department through the Voluntary Exit Scheme over the time period you have requested we are unable to provide the diversity analysis of that group. This information has been withheld under section 40 of the FoI Act as referred to above.

3a) The total number of people who received any kind of financial bonus(es) during these time periods.

Staff receiving one or more non-consolidated financial bonuses	
Period	Number of staff
Nov 2010 - Aug 2011	665
Sep 2011 - Aug 2012	816

3b) A breakdown of the above figure showing the number of people who received bonuses who were (a) women, (b) men,

Staff receiving one or more financial bonus by gender		
Gender	Time period	
	Nov 2010 - Aug 2011	Sep 2011 - Aug 2012
Men	359	446
Women	306	370

(c) people with disabilities,

Staff receiving one or more financial bonus by disability status		
Disability status	Time period	
	Nov 2010 - Aug 2011	Sep 2011 - Aug 2012
Yes	37	42
No	498	565
Unknown	130	209

(e) a breakdown showing ethnicity.

Staff receiving one or more financial bonus by ethnicity		
Ethnicity	Time period	
	Nov 2010 - Aug 2011	Sep 2011 - Aug 2012
White	412	498
Black and minority ethnic (BME)	64	77
Unknown	189	241

3d) If possible, please also provide a breakdown of the figures showing the age categories of these people. Like in question 1, please use the following categories: (a) under 20, (b) 20-29, (c) 30-39, (d) 40-49, (e) 50-59, (f) 60 and over.

Staff receiving one or more financial bonus by age		
Age	Time period	
	Nov 2010 - Aug 2011	Sep 2011 - Aug 2012
16-29	88	121
30-39	283	352
40-49	167	200
50-59	101	116
60+	26	27

The numbers on statistical summaries by age for some of the categories requested are so small that it may be possible to identify the individuals therefore this information has been withheld under section 40 of the FoI Act as referred to above. In order to provide as much information as possible some of the requested categories have therefore been grouped together.

If you are unhappy with the result of your request for information, you may request an internal review within two calendar months of the date of this email. If you wish to request an internal review, please contact me.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Please do not hesitate to contact me if I can be of further assistance.

Department of Energy and Climate Change, 3 Whitehall Place, London SW1A 2AW