



Foreign &  
Commonwealth  
Office

**Human Resources Directorate**  
Foreign and Commonwealth Office  
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Website: <https://www.gov.uk>

9 February 2018

**FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0054-18**

Thank you for your email of 17 January 2018 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

*I am writing to you under the Freedom of Information Act 2000 to request the following information from the Foreign and Commonwealth Office.*

*I would be grateful if you could please provide the following information.*

*Please provide me with a full document containing details of compromise agreements signed by employees in the years 2017, 2016 and 2015, if that is within your remit.*

*Please answer the following, providing the data individually by year (for the past three years).*

- i) What is the total number of compromise agreements were signed by employees in 2017, 2016 and 2015?*
- ii) For each year, please disclose the number of these agreements containing any kind of confidentiality clause.*
- iii) What was the total value of settlement payments relating to compromise agreements in each year 2017, 2016 and 2015?*
- iv) What was the biggest single payoff to a member of staff who signed a confidentiality agreement in 2017, 2016 and 2015?*

*Please provide the above information in electronic form. I would also like confirmation via email in the next few days that this request has been received.*

You later confirmed your request could be clarified:

*I have clarified the scope of my request to UK based staff below:*

*Please provide me with a full document containing details of compromise agreements signed by staff administered in the UK in the years 2017, 2016 and 2015, if that is within your remit.*

Please answer the following, providing the data individually by year (for the past three years).

- i) What is the total number of compromise agreements were signed by UK based staff in 2017, 2016 and 2015?*
- ii) For each year, please disclose the number of these agreements containing any kind of confidentiality clause.*
- iii) What was the total value of settlement payments relating to compromise agreements signed by UK based staff in each year 2017, 2016 and 2015?*
- iv) What was the biggest single payoff to a member of staff based in the UK who signed a confidentiality agreement in 2017, 2016 and 2015?*

I am writing to confirm that we have now completed the search for the information which you requested.

I can confirm that the Foreign and Commonwealth Office (FCO) does hold information relevant to your request.

### **Questions 1 and 3**

**Q1) What is the total number of compromise agreements were signed by UK based staff in 2017, 2016 and 2015?**

**Q3) What was the total value of settlement payments relating to compromise agreements signed by UK based staff in each year 2017, 2016 and 2015?**

The total number of compromise agreements signed by UK-based staff are as follows:

2015 – fewer than 5  
2016 - 0  
2017 – fewer than 5

Some of the information you have requested, is personal data relating to third parties, the disclosure of which would contravene one of the data protection principles. It is our practice to use “fewer than five” where there are a small number of cases and providing exact figures and the value of settlement payments relating to compromise agreements could enable individual identities to be revealed. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed fairly and lawfully. It is the fairness aspect of this principle, which, in our view, would be breached by disclosure. In such circumstances, s.40 confers an absolute exemption on disclosure. There is, therefore, no public interest test to apply.

### **Questions 2 and 4**

**Q2) For each year, please disclose the number of these agreements containing any kind of confidentiality clause.**

**Q4) What was the biggest single payoff to a member of staff based in the UK who signed a confidentiality agreement in 2017, 2016 and 2015?**

No information held as there were no compromise agreements that contained a confidentiality clause.

Yours sincerely,

Human Resources Directorate



We keep and use information in line with the Data Protection Act 1998. We may release this personal information to other UK government departments and public authorities.