



Foreign &
Commonwealth
Office

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

11 November 2014

FREEDOM OF INFORMATION ACT 2000 - REQUEST REF: 0972-14

Thank you for your email of 19 October 2014 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

Please could you provide information on how many UK Staff and Locally Engaged Staff Overseas have been dismissed for gross misconduct when the employee has acted violently and if they have received terminal benefits.

Also, could you provide FCO employment guidelines covering employee dismissal for acting violently and if they are entitled to terminal benefits/severance pay.

We do not hold central records on Locally Employed staff who may have been dismissed for gross misconduct when the employee has acted violently. Section 12 of the Freedom of Information Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit. The limit has been specified in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. For central government the appropriate limit is set at £600. This represents the estimated cost of one or more persons spending 3 ½ working days in determining whether the Department holds the information, and locating, retrieving and extracting it. Your request as presently formulated is widely-framed and I estimate that it will take more than 3 ½ working days to locate, retrieve and extract this information. In these circumstances we are not obliged under the Act to comply with your request. You may therefore wish to refine your request to narrow its scope to bring it within the appropriate limit. As each overseas mission keeps their own records related to Locally Employed staff, you may wish to limit your search to a specific overseas post or country.

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

There have been no instances of UK-based staff being dismissed for gross misconduct when the employee has acted violently in the last 10 years.

The FCO takes any instances of violent behaviour very seriously and considers such behaviour where proven, gross misconduct. This is likely to result in dismissal and would not give rise to any terminal payments for UK based staff, other than notice for non-summary dismissal cases. The position in respect of Locally Engaged staff is largely the same but is governed by local labour law which might, in some countries still require payment of some form of terminal benefit.

In keeping with the spirit and effect of the Freedom of Information Act, all information is assumed to be releasable to the public unless it is exempt. The information we have supplied to you may now be published on our website together with any related information that will provide a key to its wider context.

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.