



Foreign &
Commonwealth
Office

Human Resources Directorate
Foreign and Commonwealth Office
King Charles Street
London SW1A 2AH

Website: <https://www.gov.uk>

15 October 2015

Dear

FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0943-15

Thank you for your email of 24 September 2015 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

In accordance with Freedom of Information Act provisions I request all documents and correspondence between and created by London based staff pertaining to the 2015 Conflict and Fragile State Posts Board review of close protection leave.

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.

The Conflict and Fragile States (CFSP) Panel agreed that Human Resources Department (HRD) and Estates and Security Department (ESD) should review how Close Protection Leave is being applied with the aim of removing confusion around entitlements. According to current guidance, staff under 24 hour residence based protection of a Close Protection Team (CPT) may be authorised by ESD an additional entitlement of 10 days' leave a year subject to the agreement of Geographical Directors. In cases where CP is restricted to specific individual(s) no entitlement exists for other staff at that post.

HRD are consulting international posts for their views. No decisions have been made or agreed yet.

The information you requested is exempt under section 35 which relates to the formulation or development of government policy. This exemption requires the application of a public interest test. When applying section 35 (1)(a) it is recognised that there is a public interest in the greater transparency in the decision making process to ensure accountability within public authorities. However, officials need to be able to conduct rigorous and candid risk assessments of their policies and programmes including considerations of the pros and cons without there being premature disclosure which might close off better options and inhibit the

free and frank discussion of all policy options. This information refers to the formulation of policy which is ongoing and still under discussion. It is our view that disclosure of this information would mean that we would risk undermining future decision making and discussion on this subject in future. For these reasons we consider that the public interest in maintaining this exemption outweighs the public interest in disclosure of the information.

Once an FOI request is answered, it is considered to be in the public domain. To promote transparency, we may now publish the response and any material released on gov.uk in the [FOI releases](#) section. All personal information in the letter will be removed before publishing.

Yours sincerely,

International Human Resources
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.