



Foreign &
Commonwealth
Office

11 February 2015

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

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

FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0034-15

Thank you for your email of 14/01/2015 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

1. *How much the Department paid out in redundancy payments in*
 - a) 2012
 - b) 2013
 - c) 2014
2. *What is the biggest single redundancy payment made in the past three years?*
3. *For this payment, what was the position which was made redundant? (eg Chief Executive, Chief Financial Officer etc)*
4. *How many people received redundancy payments from the Department, and have since been re-employed in any role, in:*
 - a) 2012
 - b) 2013
 - c) 2014
5. *For each of these people:*
 - a) *What was the redundancy payment?*
 - b) *When were they made redundant?*
 - c) *What was the role they were re-hired as?*

d) When were they re-hired?

e) *What was their role before they were made redundant?*

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. We have interpreted your request to relate to redundancy of UK based staff.

In response to your Question 1, information on payments made by the FCO under the Civil Service Compensation Scheme is published each year as part of the Department's Annual Report and Accounts. Redundancy and other departure costs are paid in accordance with the provisions of the Civil Service Compensation Scheme, a statutory scheme made under the Superannuation Act 1972. Exit costs are accounted for in full in the year of departure. Where the Department has agreed early retirements, the additional costs are met by the Department and not the Civil Service pension scheme. Ill-health retirement costs are met by the pensions scheme and are not included in the tables.

Some of the information we hold which is relevant to your request is, in our view, already reasonably accessible to the applicant. Under Section 21 of the Act, we are not required to provide information in response to a request if it is already reasonably accessible to the applicant. Data for the years in scope in your question can be found using the following links:

FCO Annual Report and Accounts 2011-12 – Please see Page 92

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32880/annual-report-accounts-2011-12.pdf

FCO Annual Report and Accounts 2012 -13 – Please see Page 93

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/318816/Annual_Report_2012-2013_-_update_June2014.pdf

FCO Annual Report and Accounts 2013-14 – Please see Page 68

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/325896/FCO_Annual_Report_2013-14.pdf

The response to your Question 2 can be found in the Annual Report and Accounts above.

In respect of your Question 3, this information is being withheld under Section 40(2) and (3) of the FOI Act – personal information.

As indicated above, 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. In such circumstances section 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.

In response to your Question 4, less than 5 officers were re-employed by the Foreign and Commonwealth Office after receiving payments under the Civil Service Compensation Scheme from 2011-14. Precise numbers of those re-employed has been withheld under Section 40 as above.

Re-employment is permissible under the Scheme rules which can be viewed at <http://www.civilservicepensionscheme.org.uk/civil-service-compensation-scheme/>

In line with our response to your Question 4, we cannot provide any information in response to your question 5. This information has been withheld under Section 40 as above.

I hope you are satisfied with this reply. However, if you wish to make a complaint or if you would like a review of our decision, please write to the FOI and DPA Team, Foreign and Commonwealth Office, Room K4.14, King Charles Street, London, SW1A 2AH. E-mail: foi-dpa.imd@fco.gov.uk. You have 40 working days to do so from the date of this letter.

If you are not content with the outcome of your complaint, you may then apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the FCO. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

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.