

Date: 27/02/19
Our Ref: RFI2600
Your Ref: FOI Request – Staff Salary
Tel: 0300 1234 500
Email: foi@homesengland.gov.uk



Homes
England

[Redacted]
By Email Only

Windsor House
50 Victoria Street
London
SW1H 0TL

Dear [Redacted]

RE: Request for Information – RFI2600

Thank you for your recent email, which was processed under the Freedom of Information Act 2000 (FOIA). For clarification, you requested the following information:

Could you please provide me with the following data as per freedom of information act:

Staff salaries as at Jan 2019 by individual

This can be in bands with job titles to remove any issue under data protection act.

This information used to be provided by the HCA under the Transparency Act, but has not been published since Sept 2015 (this previous format is fine)

Response

We are able to confirm that we do hold the information that falls within the scope of your request.

Please see a table below that details the information held.

Homes England (as at January 2019)		
Grade	Headcount	Salary Range
General Manager	29	£87,138 - £128,144
Head of Team	84	£66,635 - £87,138
Senior Specialist	290	£51,258 - £71,761
Specialist	276	£30,755 - £59,459
Analyst	202	£18,453 - £35,881

Section 22 - Information intended for future publication

We are able to inform you that some of the information you have requested engages section 22 of the FOIA, where information is intended for future publication.

The full text of the legislation can be found on the following link.

<https://www.legislation.gov.uk/ukpga/2000/36/section/22>

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Section 22 is a qualified exemption. This means that in order to withhold information under this exemption, we must consider the public interest in disclosure.

Public Interest Test – Factors in favour of disclosure

Homes England is compliant with the government agenda of transparency and recognises the benefit of publishing the information, particularly when it concerns how Homes England undertakes its work.

Public Interest Test – Factors in favour of non-disclosure

Homes England believes that it should not disclose data on senior staff salary at this moment in time as salary information is published in our Annual Report and Financial Statement. This document needs to go through the correct approval process prior to disclosure. It would not be in the public's interest to receive this information prior to approval as it is important to ensure that reporting information is correct and accurate.

After careful consideration we have concluded that at this time, the balance of the public interest favours the non-disclosure.

Advice and Assistance

In compliance with the Section 45 Code of Practice and to offer advice and assistance under section 16 of the Freedom of Information Act 2000 we are able to confirm that we rely on this exemption as senior staff salaries for January 2019 will be published via the following link below;

<https://www.gov.uk/government/publications/homes-england-annual-report-and-financial-statements>

Section 40 – Personal information

We are able to inform you that some of the information you have requested engages section 40(2) of the FOIA, where information constitutes third party personal data.

To disclose data such as job titles would in turn lead to disclosure of third party personal data as it is easily accessible to identify someone through a job title within the agency and would breach one or more of the data protection principles.

Section 40 is an absolute exemption which means that we do not need to consider the public interest in disclosure.

Once it is established that the information is personal data of a third party and release would breach one or more of the data protection principles, then the exemption is engaged.

The full text in the legislation can be found on the following link;

<https://www.legislation.gov.uk/ukpga/2000/36/section/40>

Right to Appeal

If you are not happy with the information that has been provided or the way in which your request has been handled you may request an internal review by writing to;

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The Information Access Team
Windsor House
50 Victoria Street
London
SW1H 0TL

Or via email to foi@homesengland.gov.uk

You may also complain to the Information Commissioner however, the Information Commissioner does usually expect the internal review procedure to be exhausted in the first instance.

The Information Commissioner's details can be found via the following link

<https://ico.org.uk/>

Please note that the contents of your request and this response are also subject to the Freedom of Information Act 2000. Homes England may be required to disclose your request and our response accordingly.

Yours sincerely,
Information Access Team
for Homes England.