

Our ref: FOI 100525

Freedom of Information Team  
Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

27 March 2020

Dear

We are writing to confirm that we do hold the information you requested on 13 November 2019 but have decided that some of this information cannot be disclosed. Please accept our sincere apologies for the long delay in providing this response to you.

The information that can be released is the Independent Review of Highways England's remuneration framework, Phase 1: Senior Group review, Final report. Please note that there are no additional sections/phases to this Review. The information that cannot be disclosed has been redacted from this document inline with the exemptions documented below.

A copy of the above information is attached/enclosed.

The following information is being withheld under the exemption(s) in Sections 40 and 43 of the Freedom of Information Act 2000:

Redaction has been made to the document under Section 43 commercial interest on page 31. When applying the section 43 exemption to this information we have to consider the reasons for disclosure and the reasons for withholding the information and whilst there is a public interest in knowing how a public authority spends public money there is also a requirement for the public authority to protect the public purse and releasing the commercially sensitive information held within the report could impact Highways England to achieve best value for money for future employment contracts.

Redactions have also been made to pages 17 and 29 under Section 40 whereby the information contained within the report enabled an individual person to be identified. In applying this exemption we have had to balance the public interest in withholding the information against the public interest in disclosure. The key public interest factors for and against disclosure are attached.

If you are unhappy with the way we have handled your request you may ask for an internal review within 2 months of the date of this response for Freedom of Information requests and within 40 days for Environmental Information Regulations requests.

Our internal review process is available at:

<https://www.gov.uk/government/organisations/highways-england/about/complaints-procedure>

If you require a print copy, please phone the Information Line on 0300 123 5000; or e-mail [info@highwaysengland.co.uk](mailto:info@highwaysengland.co.uk). You should contact me if you wish to complain.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

If you have any queries about this letter, please contact the team. Please remember to quote reference number FOI 100525 in any future communications.

Kind Regards

Highways England FOI Team

Web: <http://highwaysengland.co.uk>