



Government Legal Department

Operations
102 Petty France
Westminster
London
SW1H 9GL

+44 (0)20 7210 3000
FOI@governmentlegal.gov.uk
www.gov.uk/gld

Ref No: **FOI 24_509**

21 March 2024

Dear

Thank you for your email of 28 February 2024 which contained your request for information. The Government Legal Department (“GLD”) have processed your request for information under the Freedom of Information Act 2000 (“the Act”).

Following on from the information so far provided, I write to request the following additional information held by the Government Legal Department pursuant to the Freedom of Information Act 2000 in relation to GLD’s Pay Business Case 2023/24 and 2024/25.

13. Please provide in relation to staff turnover for each of the following periods:

- April 2022 – March 2023 (inclusive); and

- April 2023 – February 2024 (inclusive).

A breakdown of the number of individuals (both permanent and all staff) at Grade 6 and Grade 7 within the Government Legal Profession (‘GLP’) who resigned citing ‘pay’ or ‘pay / career progression’ or ‘pay case’ as the reason for doing so within their letter of resignation or at their exit interview.

Please could the information requested be further broken down so that it is clear:

how these individuals compare to the total legal qualified GLP workforce;

how many of these individuals were women and how many were men;

in what age categories the individual resignations fell within, for example, 25-29, 30-39, 40-49, 50-59, 60-64, and 65+; and

whether each individual was on modernised or pre-modernised terms and conditions.

Please note that information relating to staff turnover (up to 2021-2022 (March)) has previously been provided within the PSED Equality Impact Assessment for the GLD Pay Offer to in scope Grade 7 and Grade 6 lawyers. Furthermore, and for the avoidance of any doubt, I am NOT seeking this information in a form which would enable any individual or GLP legal team to be identified.

Response

Pursuant to Section 1(1)(a) of the Act, GLD informs you that it holds some of the information you have requested.

However, we are unable to provide the information sought as the cost of doing so would be excessive. This is because GLD does not record the requested information in the way and form that allow us to complete your request.

Section 12 of the Act makes provision for public authorities to refuse to deal with a request for information where the cost of doing so would exceed the appropriate limit. For central government this is set at £600, which represents 24 hours of staff time. In respect of your request, we estimate that it would take in excess of this period to search for and retrieve the requested information as it would require manual search of records.

To help explain what we can provide and why, we can offer a clarification conversation with the Head of People or a representative. Please let us know if you would like us to facilitate this.

Your Rights

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original correspondence. Please use the contact details provided at the top of this letter in order to request an internal review relating to your original request.

Please remember to quote the reference number above in any future communications.

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
www.ICO.org.uk

Yours sincerely,

Freedom of Information Team
Operations, Government Legal Department,
102 Petty France, Westminster
London SW1H 9GL
FOI@governmentlegal.gov.uk