



## Freedom of Information Request FOI 22 106

### Non Disclosure Agreements

#### Query and response:

1. Please state how many non-disclosure agreements with former staff at your fire brigade have been signed as part of the process of their employment being terminated in the following years:
  - 2017
  - 2018
  - 2019
  - 2020
  - 2021
  - 2022

The following is a breakdown of the number of settlement agreements and the total sum paid by calendar year:

Calendar year ending 31 March	Number of settlement agreements	Total sum paid
2017	7	£75,366.30
2018	5	£79,039.92
2019	12	£243,038
2020	6	£67,500
2021	5	£32,887
2022	2	31,816
<b>Total</b>	<b>37</b>	<b>£529,647.22</b>

2. For each non-disclosure agreement in answer to Q1, please provide a figure for the total settlement in each case.

**An individual breakdown per case has not been provided. We are applying the exemption afforded by section 40(2) of the Freedom of Information Act 2000, which provides that a request for information is exempt from disclosure if the information requested constitutes personal data about a third party. In particular we choose to rely upon section 40(3A), which provides an absolute exemption if disclosure of the personal data would contravene any of the data protection principles as defined in the Data Protection Act 2018. We are of the opinion that to provide an individual settlement figure for each case could enable an individual to be identified, which would be unfair and contrary to the first data protection principle.**

3. For each non-disclosure agreement in answer to Q1, please provide the role of the individual concerned (e.g. firefighter/crew manager)



**An individual breakdown by role has not been provided. We are applying the exemption afforded by section 40(2) of the Freedom of Information Act 2000, which provides that a request for information is exempt from disclosure if the information requested constitutes personal data about a third party. In particular we choose to rely upon section 40(3A), which provides an absolute exemption if disclosure of the personal data would contravene any of the data protection principles as defined in the Data Protection Act 2018. We are of the opinion that to provide the role of the individual concerned with each case could enable an individual to be identified, which would be unfair and contrary to the first data protection principle.**

**Information/Detail accurate on the date provided: 09, December 2022**