



Mr Bruce Beckles

by email

Reference: FOI-2010-153

6 September 2010

Dear Mr Beckles,

Your request was received on 6 August 2010 and I am dealing with it under the terms of the Freedom of Information Act 2000 (the Act).

Your request was in the following terms:

"The University's response to a subsequent Freedom of Information request reveals that, in the period 14 December 2009 to 8 July 2010, an additional post-dismissal compensation settlement has been reached. It therefore seems reasonable that, since 13 December 2009, there may also have been further appeals against dismissal.

So, for all categories of staff (unestablished, assistant, academic-related, academic, etc), and since 14 December 2009, please supply the answers to the following questions, broken down by calendar year and staff category:

- 1. How many appeals against dismissal have been heard by the University (or by some body on behalf of the University)? How many appeals against dismissal have been heard under the University's current Statute U?*
- 2. How many of these appeals have succeeded?*
- 3. How many post-dismissal compensation settlements have been reached?*
- 4. How many of these settlements were subject to confidentiality agreements?"*

Four appeals against dismissal were heard between 14 December 2009 and 6 August 2010. Three of the appeals against dismissal were brought by academic staff and one was brought by a member of assistant staff. None of the appeals in question was heard under Statute U. Two of these appeals



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(both by academic staff) were upheld in part and two (one by academic staff and one by assistant staff) were not upheld.

As regards your request about the number of post-dismissal compensation settlements which have been reached, you requested on 13 December 2009 the number of post-dismissal compensation agreements which had been reached since 1 January 2004 (FOI-2009-148). You requested again on 8 July 2010 the number of post-dismissal compensation agreements which had been reached during the period December 2008 to date (FOI-2010-133). Under section 14(2) of the Act, where a public authority has previously complied with a request for information which was made by a person, it is not obliged to comply with a subsequent identical or substantially similar request from that person unless a reasonable interval has elapsed between compliance with the previous request and the making of the current request. Accordingly, the University does not propose to proceed further with this part of your request.

The one post-dismissal compensation settlement between 14 December 2009 and 8 July 2010, which was mentioned in the University's response to your request (FOI-2010-133), contained a confidentiality clause.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of this decision, you should write to the Administrative Secretary, quoting the reference above, at the Secretariat, The Old Schools, Cambridge, CB2 1TN. If you are not content with the outcome of your complaint, you may 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 University. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Kirsty Allen