



Mr Bruce Beckles

by email

16 September 2010

Reference: FOI-2010-159

Dear Mr Beckles,

Your request was received on 18 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. This means that the information I requested on 12 February 2010 must have changed. Therefore, please supply, in electronic form to this e-mail address, the following information again:-

Without revealing any personal data, please provide, for all post-dismissal compensation settlements from December 2008 onward, the following:

1. Details of each of the different types of restriction any of these settlements placed on the individual dismissed (e.g. forbidding them from entering University property, forbidding them from communicating with current University employees, etc.) - note that the examples I've given are not intended to be exhaustive but merely to indicate the level of detail which I seek; and

2. For each restriction detailed in 1, the number of times that restriction has been used in these settlements."

As indicated in your current request, you have previously been informed that between 14 December 2009 and 8 July 2010 one post-dismissal settlement was reached (ref FOI-2010-133) and you have also been informed that this additional post-dismissal settlement was agreed prior to noon on 12 March 2010 (ref FOI-2010-154). In fact, the settlement was agreed before 12 February 2010 and I accept that accordingly it ought



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to have been taken into account in responding to your request received on 12 February 2010 (ref FOI-2010-32) and in the supplementary information provided to the Information Commissioner and to you in relation to that request (ref FS50307811 and FOI-2010-130) and I apologise for this oversight.

However, as regards the types of restriction contained in this fifth post-dismissal settlement, you have already been informed at your request that it contained a confidentiality clause (ref FOI-2010-153). In case of doubt, this phrase was intended to denote a clause requiring the terms of settlement to be kept confidential. I can confirm that no other restrictions, including the types cited by you, were contained in the settlement.

Please note in relation to the final paragraph of your email dated 18 August 2010 that under section 1(4) of the Act, the information in respect of which the applicant is to be informed under subsection (1)(a), or which is to be communicated under subsection(1)(b) is the information in question held at the time when the request is received.

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