



Mr Bruce Beckles

by email

Reference: FOI-2010-133  
FOI-2010-134  
FOI-2010-135  
FOI-2010-136

5 August 2010

Dear Mr Beckles,

Your four requests were received on 8 and 9 July 2010 and I am dealing with them under the Freedom of Information Act 2000 (the Act).

The requests relate to the same or similar information and are in the following terms:

*"In response to a previous Freedom of Information request you have stated that the University agreed 4 post-dismissal compensation settlements in the period December 2008 to 13 December 2009. For the period December 2008 to date, please supply the following information:*

- (a) the number of post-dismissal compensation settlements agreed*
- (b) the minimum amount paid in any of these settlements*
- (c) the maximum amount paid in any of these settlements*
- (d) the total amount paid in these settlements*
- (e) the arithmetic mean amount paid in these settlements*
- (f) the median amount paid in these settlements*

*In the case of (b) and (c) (and (f) if the number of settlements is odd), if the exact amount cannot be revealed due to data protection concerns, I am happy to accept the amounts to the nearest appropriate figure (provided you indicate this figure in your response), cf. the "When should salaries be disclosed?" guidance note.*

*Also, if it is possible to provide the following information without revealing personal data in a way which would be unfair, for any of (b), (c) and (f) which correspond to a single settlement,*

The Old Schools  
Trinity Lane  
Cambridge, CB2 1TN  
Tel: +44 (0) 1223 764142  
Fax: +44 (0) 1223 332332  
Email: [foi@admin.cam.ac.uk](mailto:foi@admin.cam.ac.uk)  
[www.cam.ac.uk](http://www.cam.ac.uk)



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*please indicate the category of dismissed staff (academic, academic-related, etc.) with whom that settlement was made."*

*"In response to a previous Freedom of Information request[1] you have stated that the University agreed 4 post-dismissal compensation settlements in the period December 2008 to 13 December 2009. For the period December 2008 to date, please tell me how many post-dismissal compensation settlements were agreed where the amount paid the dismissed employee was in one of the following ranges:*

*\* 0.01 pounds to 5,000 pounds*

*\* 5,000.01 pounds to 10,000 pounds*

*\* 10,000.01 pounds to 15,000 pounds*

*...and so on for all the 4,999.99 pound ranges up to the range that contains the largest amount(s) paid.*

*Also, if it is possible to provide the following information without revealing personal data in a way which would be unfair, for each range where the number of settlements is not 0, please indicate the categories of dismissed staff (academic, academic-related, etc.) with whom those settlements were made."*

*"In response to a previous Freedom of Information request you have stated that the University agreed 4 post-dismissal compensation settlements in the period December 2008 to 13 December 2009. For the period December 2008 to date, please tell me how many post-dismissal compensation settlements were agreed where the amount paid the dismissed employee was in one of the following ranges:*

*\* 0.01 pounds to 20,000 pounds*

*\* 20,000.01 pounds to 40,000 pounds*

*\* 40,000.01 pounds to 60,000 pounds*

*...and so on for all the 19,999.99 pound ranges up to the range that contains the largest amount(s) paid."*

*"In response to a previous Freedom of Information request you have stated that the University agreed 4 post-dismissal compensation settlements in the period December 2008 to 13 December 2009. For the period December 2008 to date, please tell me how many post-dismissal compensation settlements were agreed where the amount paid the dismissed employee was in one of the following ranges:*

*\* 0.01 pounds to 100,000 pounds*



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*\* 100,000.01 pounds to 200,000 pounds*

*\* 200,000.01 pounds to 300,000 pounds*

*...and so on for all the 99,999.99 pound ranges up to the range that contains the largest amount(s) paid.*

*Also, if it is possible to provide the following information without revealing personal data in a way which would be unfair, for each range where the number of settlements is not 0, please indicate the categories of dismissed staff (academic, academic-related, etc.) with whom those settlements were made."*

As you note, you have already been informed that the University agreed four post-dismissal compensation settlements in the period December 2008 to 13 December 2009 (ref FOI-2009-148). You have also already been informed that two of these settlements were reached with academic staff and the two remaining settlements were reached with a member of academic-related staff and a member of assistant staff respectively.

In addition, in connection with a previous request by you for the amount agreed (in pounds) in respect of each of the four post-dismissal compensation settlements in question (ref FOI-2010-33), you have indicated that the University could have suggested that you request an aggregated total amount for all such settlements, or could even have volunteered such a figure in its response to you. As you may be aware, the Information Commissioner has invited the University to consider whether it would be prepared to release the total value of the four settlements if this might permit the Commissioner to resolve your associated complaint (ref FS50321032) informally. In response the University has already disclosed the aggregated figure to the Commissioner and has confirmed that it has no difficulty volunteering the information to you for the purpose in question. Moreover, the University has informed the Information Commissioner that the University does not take the view that any exemption applies to aggregated information of this nature and it has been prepared to release such information in response to other requests in the past.

Consequently, I am able to inform you that the aggregated total for these four settlements is £104,820. Please note that the amount in question is a gross figure and includes payments which were not related to dismissal, as well as payments in consideration of restrictive clauses. As you will be aware, you may calculate the average payment by dividing this total by four.

Turning to the new element of your request in respect of the period between 14 December 2009 to 8 July 2010, I am able to inform you that the University has agreed one post-dismissal settlement during this period (with a member of academic staff). In addition, I can confirm that the amount paid in respect of all five of the settlements between December 2008 and 8 July 2010 fell in the range between 1p and £100,000. However, having regard to the information already supplied in response to your previous requests for information and the limited number of post-dismissal settlements which have been agreed since those requests were made, I regret that it is not possible to provide you with an aggregated total in respect of all five settlements, since to do so would indirectly reveal the value of the fifth settlement and the information in question is accordingly exempt under section 40(2) (personal information) of the Act on the ground that disclosure of the information in question would



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contravene the first data protection principle. Indeed, I regret to inform you that the University takes the view that, save for the information already provided to you, the balance of the statistical information which you have requested regarding the amount paid in respect of post-dismissal compromise settlements comprises (to the extent, if at all, that it falls within the scope of the Act) exempt information under section 40(2) (personal information) of the Act on the grounds that disclosure of the information in question would contravene the first data protection principle.

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