

Requested Information  
RFI 2996

*Since the inception of Bath and North East Somerset Council, or as far as records go back, the annual figures for the total number of current employees or ex-employees of Bath and North East Somerset Council who have signed compromise agreements directly related to the resolving of dispute(s) / grievance(s) / internal and external investigation(s) / whistleblowing incident(s).*

This information is not held by the Council in an accessible form. To explain, our records date back to when the Council was formed, in 1996. These records are held in a mixture of hard copy and electronic form.

In order to establish cases where Compromise Agreements had been executed with regards to the types of cases you have outlined, we would need to inspect each individual employment file held by our Legal Services team. I am informed by our Legal Services team that there are hundreds of such files dating back to 1996. Our Legal Services team do not keep a separate register of instances where such Agreements have been implemented.

We have therefore determined that we would be required to create new information in order to respond to this part of your request. We would point out that authorities are not required to create new information under the provisions of the Freedom of Information Act 2000.

Even if we were required to create this information, to do so would take at least several days (due to the number of files which would need to be inspected). This would require disproportionate effort in excess of £450 – authorities are not required to comply with requests exceeding this limit.

If you are able to refine this part of your request to a more manageable level (for example by significantly reducing the time frame within which you are seeking the information) we would be happy to look at this again for you.

*In addition to this, annual figures for the number of current employees / ex-employees who have agreed, following the matter being raised and made conditional as part of a compromise agreement drawn up by Bath and North East Somerset Council's legal team, to forgo their right to approach the council in the future with Freedom of Information and/or DPA Subject Access requests under the relevant Acts.*

None.