

Date: 08 January 2016



Your Reference:

Our Reference: 20409369

Enquiries to: Peter Williams

Mr Lewis
request-306878-06569629@whatdotheyknow.com

**Information and Records
Management**

London Borough of Camden
Old Town Hall
Judd Street
London
WC1H 9JE

Tel: 020 7974 7857
peter.williams@camden.gov.uk

www.camden.gov.uk

Dear Mr Lewis,

Re: Freedom of Information Act 2000

Your request for information, received on 11 December 2015, has now been considered.
You requested:

- 1) How many employees of your authority have made an official complaint of harassment and bullying at work since the 1st April 2009?**
- 2) How many of these complaints were upheld in favour of the complainant?**
- 3) How many of those which were not upheld in favour of the complainant went on to Appeal?**
- 4) How many of those that went to Appeal were found to favour the complainant?**
- 5) How many complaints went on to an Employment Tribunal?**
- 6) How many of these were found to uphold the complaint?**
- 7) Out of how many of those allegations (the number given to question 1) did the complainant of bullying claim that the bullies were telling lies?**
- 8) How many staff does your authority have and what is the current population within your authority's area?**

Under section 12 of the Act, the Council is not obliged to comply with a request for information if the authority estimates that the costs of complying with the request would exceed the appropriate limit.

Refusal notice section 12

The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 has set the appropriate limit as £450 based on a charge at £25 per hour.

The Act allows us to take account of the cost for:-

1. Determining whether the Council hold the information:

Searching the manual and electronic records of the Council to determine whether the information is held

Time: 30 minutes

2. Locating the information or documents containing the information:

Locating information held

Time: 2 hours

3. Retrieving such information or documents:

Retrieving all manual and electronic information held in the Council relating to your request including archived correspondence files and electronic records

Time: 33 hours

4. Extracting the information from documents and files containing it:

Extracting information from relevant files

Time: 25 hours

The total cost of this exercise would be:

£ 1512.5 (60 hours 30 minutes @ £25 per hour) minimum

We are sorry to inform you that the total cost is above the appropriate limit for local government and the request can therefore be refused under s12 of the Act. Consequently the Council will not be making further efforts to process this request.

This letter constitutes a refusal notice under the terms of the Act.

Information that could be provided:

We may be able to provide information for less than 18 hours of officer work which would avoid a refusal under s12:-

- 1) How many employees of your authority have made an official complaint of harassment and bullying at work since the 1st April 2009?
- 2) How many of these complaints were upheld in favour of the complainant?
- 3) How many of those which were not upheld in favour of the complainant went on to Appeal?
- 4) How many of those that went to Appeal were found to favour the complainant?
- 8) How many staff does your authority have and what is the current population within your authority's area?

Notes

Please note the information is still covered by copyright legislation. You are not authorised to re-use this information for commercial or research purposes as defined by the Re-Use of Public Sector Regulations 2005. If you do wish to re-use this information please contact the Information and Records Management, London Borough of Camden, Old Town Hall, Judd Street, London, WC1H 9JE, who will assess your request.

If you are unhappy with any aspect of the way in that your request has been processed then you have the right to issue a complaint. If you wish to issue a complaint, please set out in writing your grounds of appeal (within 2 months of this correspondence) and send it to: Information and Records Management, London Borough of Camden, Old Town Hall, Judd Street, London, WC1H 9JE and your complaint will be administered through our Internal Review procedure.

If you are still not satisfied following the Internal Review, you have a right to appeal to the Information Commissioner's Office. They can be contacted at: Wycliffe House, Water Lane, Wilmslow, Cheshire. SK9 5AF.

Telephone: 01625 545 700

www.ico.gov.uk

Yours sincerely

Peter Williams
Information and Records Management Officer
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