



Home Office

Corporate Services
2 Marsham Street
London SW1P 4DF

020 7035 4848
(switchboard)

www.homeoffice.gov.uk

Peter Mahon
Via e-mail to request-463171-b434cc95@whatdotheyknow.com

06 March 2018

Freedom of Information request (our reference: 47229)

Dear Mr Mahon,

Thank you for your e-mail dated 06 February 2018 in which you requested information regarding to complaints for pay and age discrimination. Your request has been handled as a request for information under the Freedom of Information Act 2000 (FOIA).

You requested the following information: -

The number of Home Office staff since 2015 who have instigated complaints (i.e. to a HR department) concerning pay and benefits on account of age discrimination.

How many of those complaints have been brought by younger members of staff on account of them not earning the same levels of pay as older members of staff performing the same duties?

Please disclose any documents you hold which discuss the issue of pay-related age discrimination within the Home Office.

The Home Office is not obliged to comply with an information request where to do so would exceed the cost limit, under section 12(2) of the Act.

We have estimated that the cost of meeting your request in full would exceed the cost limit of £600 specified in the Freedom of Information and Data Protection (Appropriate Limit & Fees) regulations 2004. We are therefore unable to comply with it.

To establish conclusively whether the Home Office holds all such information would exceed the appropriate limit under section 12(2) of the FOIA. The £600 limit is based on work being carried out at a rate of £25 per hour, which equates to 24 hours of work per request. The cost of locating, retrieving and extracting information and preparing the

response can be included in the costs for these purposes. The costs do not include considering whether any information is exempt from disclosure, overheads such as heating or lighting, or items such as photocopying or postage.

For the first two parts of your request, the Home Office has identified approximately 500 grievances submitted to the HR department categorised as pay and/or discrimination. To determine the exact nature of the grievance would require a manual search of the case files. It would take approximately ten minutes per file to locate the relevant case and establish whether the grievance contained an element of pay and/or age discrimination. Therefore, to process this request would exceed the cost limit as described above.

If you are able to refine your request so that it will fall below the cost limit, for example there are only 52 cases of which 'Pay' is one of the categories selected, then please let me know.

For the final part of your request for "any" documents held by the Home Office which discussed pay-related age discrimination, is difficult to define. Unfortunately, this could mean any document held by the Home Office and therefore would not be a valid request under section 8 of the FOIA. If you have a particular focus for this part of your request, then please let me know.

If you are dissatisfied with this response you may request an independent internal review of our handling of your request by submitting a complaint within two months to the address below, quoting reference 47229. If you ask for an internal review, it would be helpful if you could say why you are dissatisfied with the response.

Information Access Team
Home Office
3rd Floor, Peel Building
2 Marsham Street
London SW1P 4DF
e-mail: info.access@homeoffice.gsi.gov.uk

As part of any internal review the Department's handling of your information request will be reassessed by staff who were not involved in providing you with this response. If you remain dissatisfied after this internal review, you would have a right of complaint to the Information Commissioner as established by section 50 of the Freedom of Information Act.

Yours sincerely

Andy Woodgate
Information Access Team

Annex A

If you remain dissatisfied after an internal review, you would have a right of complaint to the Information Commissioner as established by section 50 of the Freedom of Information Act.

The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF