

18 December 2019

Dear R Simpson,

Thank you for your Freedom of Information (Fol) request received on 26 November. You asked:

I am a student conducting research in to large scale organisational change in the public sector and it's impact. I am interested in finding out more information related to the "DWP Employee Deal" which was implemented between 2016-2018 by previous Permanent Secretary Sir Robert Devereux.

Please can you provide documents which:

- outline the scope of the "employee deal" and implementation plan*
- describe the changes to be brought in by the deal which were presented to members of staff*
- any evaluation documents which detail the impact of the deal*

DWP Response:

I can confirm that we hold information falling within the description specified in your request. However, we have estimated that the cost of meeting your request would exceed the cost limit of £600 specified in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. This represents the estimated cost of one person spending 3½ working days (equivalent to 24 staff-hours) in determining whether the Department holds the information, and locating, retrieving and extracting it.

Under section 12 of the Freedom of Information Act the Department is not therefore obliged to comply with your request and we will not be processing it further.

Under section 16 of the Act we should help you narrow your request so that it may fall beneath the cost limit.

A significant amount of material was published outlining the scope of the DWP Employee Deal and communicating the changes to staff during its implementation. These documents were updated frequently based on feedback received from members of staff.

Additionally, the implementation plans were detailed documents held by the project team and updated on an ongoing basis. The project team has since moved to other roles and copies of these plans have been archived.

We estimate that the time to recover each version of documents and to prepare it for issue would exceed the cost limit specified in the Act.

You may wish to consider revising your request to the latest version of the Employee Deal documents held on the DWP Intranet, which includes the timescales for implementation.

We will consider afresh any revised request however we cannot guarantee that any revised request will fall within the cost limit.

If you have any queries about this letter, please contact me quoting the reference number above.

Yours sincerely,

DWP Central Fol Team

Your right to complain under the Freedom of Information Act

If you are not happy with this response you may request an internal review by e-mailing freedom-of-information-request@dwpgov.uk or by writing to DWP, Central Fol Team, Caxton House, Tothill Street, SW1H 9NA. Any review request should be submitted within two months of the date of this letter.

If you are not content with the outcome of the internal review you may apply directly to the Information Commissioner's Office for a decision. Generally, the Commissioner cannot make a decision unless you have exhausted our own complaints procedure. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow Cheshire SK9 5AF
Web: ico.org.uk/Global/contact_us or telephone 0303 123 1113 or 01625 545745