

Mr K Gallagher  
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Directorate of Governance  
Complaints and Information

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Enquiries to Michael Tighe  
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[www.towerhamlets.gov.uk](http://www.towerhamlets.gov.uk)

13 February 2017

Dear Mr Gallagher

### **FOI Review: 6885167 Employee Claims**

I am writing to let you know that Michael Tighe, Complaints and Information Officer, has completed the review of your Freedom of Information (FOI) request.

Your initial request dated 1 December 2016 was:

- 1. How many claims were made by employees about their treatment within Tower Hamlets Council since 2010? (To include all grievances of any nature for example, Sexual Harassment, Unfair Dismissal, Discrimination, Professional Misconduct.*
- 2. Ordering a list highest to lowest of total amount paid in compensation.*
- 3. An accompanying list of whom received (role in council at the time of claim) payments to match.*

The Council initially responded on 21 December 2016, a copy of which is attached for your information.

You then requested a review on 15 January 2017 as follows:

*Thank you for this response, I would kindly ask you to provide me the information on the highest three pay outs of employee grievances, I am not asking for names therefore no personal information need be disclosed, just the amount and their department would be helpful.*

Section 12 of the Freedom of Information Act 2000 makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit, which for Local Government is set at £450. This represents the estimated cost of determining whether the information is held, locating and retrieving the information and extracting the relevant information to comply with a request.

Having reviewed this matter, I can confirm that the Council holds the information that falls within the description specified in your request. However, we are unable to provide this information to you as the only way to do so would be to interrogate each of the 399 settlement files mentioned in your original request response. Each of the would need to be retrieved from storage at a cost of £4 per box to consider whether they were as a result of an employee grievance and then review each agreement to establish the highest three pay-outs. I estimate that this would take between 10-15 minutes per file which would exceed the time limit for this information request.

If you narrow the scope of your request the Council may be able to provide the information because it may cost less than the appropriate limit to do so, although I cannot guarantee this will be the case.

If you are still dissatisfied with the Council's response after the internal review you have a right of appeal to the Information Commissioner at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Telephone: 01625 545 700  
[www.ico.org.uk](http://www.ico.org.uk)

Further information about the operation of the act is available from the council's website [www.towerhamlets.gov.uk](http://www.towerhamlets.gov.uk) and the information leaflet in public reception areas in Council Buildings.

Yours sincerely



Graham White  
Acting Corporate Director, Governance