



Dear Mr Reynolds

Thank you for your Freedom of Information request received on 14 June 2013, which has been considered as an internal review of your earlier requests, our references VTR 2450 and VTR 2495 refer. You asked two questions, and I have set out the response to each one below.

**1. You have not answered number 3. I will ask again: By virtue of the fact that one person, (as of now), won their case at tribunal for disability discrimination, does this indicate that you actively discriminated against a disabled person. If I had requested a copy of your policy of discrimination in the workforce I would have requested it!**

The purpose of the Freedom of Information Act 2000 is to provide people with the right to request official information from DWP and other public authorities. Our response to your earlier request (VTR 2450) explained how DWP delivers its commitment as an employer to diversity and equality matters. DWP has also acknowledged the findings of the tribunal of unfair dismissal in the case to which you refer.

**2. Furthermore you have omitted to disclose the redundancy payments available across your structure.**

Your original question was: 'What redundancy packages are available from the DWP? Please indicate levels across pay groups'.

Our answer was: 'The following redundancy packages are available in DWP:

- Voluntary exit
- Voluntary Redundancy
- Compulsory Redundancy

These packages are available to all pay groups within DWP'.

Having reviewed the original response, I consider that your question was answered. You did not ask about payments in your original question.

It is not possible to answer it without reference to the specific rules of the scheme in place and individual circumstances such as rate of pay and length of service, as well as work patterns and other aspects of the contract of employment. Compensation is different for each of the packages, which I've summarised below:

- Voluntary Exit  
Compensation is paid for individuals giving up their job. Tariffs may vary according to the scheme, but are based on an amount of pay for each year of service, up to a

limit of 21 months (6 months for those over scheme pension age). Payments are also restricted for those earning more than £149820.

- Voluntary Redundancy

People do not have to apply for voluntary redundancy. If they accept, they receive compensation for giving up their job. The tariff is 1 months' pay for every year of service, restricted as for Voluntary Exit. There is also protection for those earning less than £23000 and tapering for those nearing retirement age.

- Compulsory Redundancy

Once appropriate protocols and processes have been followed by the organisation, compensation is paid. The tariff is 1 months' pay for every year of service, restricted, protected and tapered as for voluntary redundancy.

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

Yours Sincerely,

DWP HR Central Freedom of Information Team

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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 [www.ico.org.uk](http://www.ico.org.uk) 