

Date: 02 January 2018

Ref: FOI10230

Dear Requester

Thank you for your request for information dated 09 November 2017 and clarified on 01 December 2017 about allowances to staff who cycle. We have dealt with this under the Freedom of Information Act 2000.

Response

The council holds the information requested and the answers to your questions are as follows:

Please advise whether or not the council pays an allowance to staff who cycle for work purposes? If so:

State how much the allowance is per month?

The London Borough of Camden does currently pay an allowance to staff who cycle for work purposes.

The Council currently has two types of cycle allowance. The first is an 'Essential Cycle Allowance' that is paid to employees who cycle for work purposes and are classed as essential users by the Council based on their job role. The second is a 'Casual Cycle Allowance' that is paid to casual cycle users within the Council. The current monthly amount paid to recipients of these allowances are listed in the table below:

Cycling Allowance Type	Amount Currently Paid Monthly
Essential Cycle Allowance	£25.25 per month. Payment is pro-rata if an employee is part time.
Casual Cycle Allowance	£15.23 per month. Payment is pro-rata if an employee is part time.

When was this figure last increased? How much was it previously?

The amount that the London Borough of Camden per month to employees in receipt of the Essential Cycle Allowance and Casual Cycle allowance last increased in April 2008. Prior to this date, the amounts paid were as follows:

Cycling Allowance Type	Amount Currently Paid Monthly
Essential Cycle Allowance	£24.25 per month. Payment is pro-rata if an employee is part time.
Casual Cycle Allowance	£14.50 per month. Payment is pro-rata if an employee is part time.

Total number of staff that received said allowance in the financial years 2014/15, 2015/16 & 2016/17?

Please see below a table that lists the number of employees within the London Borough of Camden who received a casual or essential cycling allowance payment during the financial years requested.

Financial Year	Total Number of Employees in receipt of cycling allowance
2014/15	105
2015/16	99
2016/17	89

Total number of staff employed for those years and their gender

Please see below a table that provides a breakdown of the number of employees directly employed by the London Borough of Camden by gender during the financial years requested.

Financial Year	Number of Female Employees	Number of Male Employees	Total Number of Employees
2014/15	2474	1885	4359
2015/16	2419	1871	4290
2016/17	2330	1810	4140

The average sick leave taken by staff in receipt of the allowance for the 3 financial years listed above

Please see below a table that lists the average number of sickness absence days taken by employees in receipt of a casual or essential cycling allowance payment during the financial years requested.

Financial Year	Average Sickness Absence Days taken by Employees in receipt of cycling allowance
2014/15	5.3
2015/16	6.7
2016/17	7.1

The average sick leave taken by male staff in the 3 financial years listed above

The average sick leave taken by female staff in the 3 financial years listed above

Please see below a table that lists the average number of sickness absence days taken by employees directly by the London Borough of Camden by gender during the financial years requested by gender.

Financial Year	Average Number of Sickness Absence Days Taken by Female Employees	Average Number of Sickness Absence Days Taken by Males Employees
2014/15	6.7	6.8
2015/16	6.5	6.7
2016/17	6.8	7.4

A breakdown by gender of the staff receiving the allowance in the 3 financial years listed above. And the average number of sick leave days taken for each gender.

Please see below a table that provides a gender breakdown of the employees who received a casual or essential cycling allowance during the financial years requested and the average number of sickness absence taken.

Financial Year	Female Employees		Male Employees	
	Number of Employees	Average Sickness Absence	Number of Employees	Average Sickness Absence
2014/15	46	6.1	59	3.8
2015/16	41	12.4	58	2.7
2016/17	32	3.3	57	9.4

A breakdown by age of staff employed by [Camden] Council in the 3 financial years listed above? [Use whatever age categories your HR departments uses internally e.g. 18-24, 25-30 or 18-30, 30-50 etc.]

Please see below a table that provides a breakdown of the number of employees directly employed by the London Borough of Camden by the age bands used by the Council during the financial years requested.

Financial Year	Age Band						Total Number of Employees
	16-24	25-34	35-44	45-54	55-64	65+	
2014/15	147	873	1176	1302	786	75	4359
2015/16	166	836	1142	1251	811	84	4290
2016/17	137	766	1132	1196	822	87	4140

A breakdown of the age of the staff receiving the allowance in the 3 financial years listed above?

Please see below a table that provides a breakdown of the number of employees in receipt of a casual or essential cycling allowance payment during the financial years requested by age band.

Financial Year	Age Band						Total Number of Employees
	16-24	25-34	35-44	45-54	55-64	65+	
2014/15	0	8	37	42	11	7	105
2015/16	0	11	32	35	14	7	99
2016/17	0	15	26	34	11	3	89

Please breakdown sick leave taken by age groups for above years

	Age Band					
Financial Year	16-24	25-34	35-44	45-54	55-64	65+
2014/15	6.3	5.5	5.7	7.4	8.8	6.4
2015/16	7.3	4.3	4.6	6.8	10.6	12.0
2016/17	7.0	5.3	5.8	7.6	9.2	10.2

Further Information:

Why not check our Portal [Open Data Camden](#) before making a new request as your question may already be answered by a previous [FOI response](#) or in one of our many useful and interesting datasets.

Your Rights

If you are not happy with how your response was handled you can request an Internal Review within 2 months of this letter by email to foireviews@camden.gov.uk or post: Information and Records Management Team, London Borough of Camden, Town Hall, Judd Street, London WC1H 9JE. Please quote your case reference number. If you are not satisfied with the Internal Review outcome you can complain to the Information Commissioner's Office at casework@ico.org.uk telephone 0303 123 1113, or post to Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. The ICO website www.ico.org.uk may be useful.

Yours sincerely

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