

Please ask for: Lynn Wyeth  
Direct Line: 0116 252 7605  
E-mail: [lynn.wyeth@leicester.gov.uk](mailto:lynn.wyeth@leicester.gov.uk)  
Fax: 0116 252 7616  
Our Ref: FOI Ref 5106  
Date: 09 February 2011

**Mr P Cardin**

[xxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxxxxxxxxxx](mailto:xxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxxxxxxxxxx)

Dear Mr Cardin

## **FREEDOM OF INFORMATION ACT 2000**

Your request for information has now been considered and the Council's response to your questions is shown below.

### **You asked:**

**I would like to take up your offer of narrowing the scope of the request and would like to do this as follows.**

**Please exclude any compromise agreements drawn up in the following circumstances:**

- 1. Purely redundancy situations**
- 2. Purely PILON (payment in lieu of notice) situations**
- 3. COT3 agreements (where tribunal proceedings may or may not have been initiated)**
- 4. Equal pay claims**
- 5. TUPE situations**

**Further to this, in the spirit of making this query more manageable, please restrict the time period to between 2005 and 2010 i.e. the last 6 years**

[As detailed in our response to your original FOIA request sent earlier this year, Leicester City Council does not have a central record of compromise agreements.](#)

[Section 12 of the Act 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 Authorities is set at £450. This represents the estimated cost of one person spending 2.5 working days in determining whether the department holds the information, locating, retrieving and extracting the information.](#)

[To collate this information would entail each HR Team to review each employee file and identify compromise agreement cases in order to rule them](#)

out of the criteria detailed in your FOIA request. Therefore, your request will not be processed further.

The legislation allows you to use the information supplied for your own personal use. Please be aware that any commercial or other use, for example publication, sale, or redistribution may be a breach of copyright under the Copyright, Designs and Patents Act 1988 as amended unless you obtain the copyright holder's prior permission.

Not all the information that is supplied which is covered by copyright will be the Council's copyright, for example it may be the copyright of a government department or another Council. You should seek either the Council's consent or their consent as appropriate. The Council is willing to advise you of any such potential issues on request. In order to make a request to re-use the information please contact the Head of Information Governance using the details below.

If you are dissatisfied with the handling of your request please write to:

**Head of Information Governance**

**Information and Support**

**Leicester City Council**

**FREEPOST (LE985/33)**

**New Walk Centre**

**LEICESTER LE1 6ZG**

e-mail: [xxxx@xxxxxxxxx.xxx.xx](mailto:xxxx@xxxxxxxxx.xxx.xx)

Your request for internal review should be submitted to the above address within 40 (forty) working days of receipt by you of this response. Any such request received after this time will only be considered at the Council's absolute discretion.

You can also complain to the Information Commissioner at:

**Information Commissioner's Office**

**Wycliffe House**

**Water Lane**

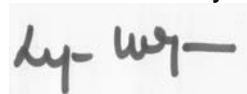
**Wilmslow SK9 5AF**

**Telephone: 01625 545 700**

[www.informationcommissioner.gov.uk](http://www.informationcommissioner.gov.uk)

Please be aware that the Information Commissioner does not normally consider appeals or complaints until the internal appeals and complaints processes of the public authority which is answering the request have been exhausted. You are therefore advised to complain or appeal to Head of Information Governance before contacting the Commissioner.

Yours sincerely



**Lynn Wyeth**

**Head of Information Governance**