



**Hampshire
& Isle of Wight**
FIRE & RESCUE SERVICE

Information Compliance Team
Headquarters
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SO50 9SJ

Sent by email to:

[REDACTED]

t. 02380 626850
e. DP@hantsfire.gov.uk
w. hantsfire.gov.uk

Date: 04 January 2023

Our Reference: FOI 104 22-23

Enquiries to: Information Compliance Officer

Freedom of Information Act 2000

Dear [REDACTED]

We are writing in respect of your application for the release of information held by the Service, which we received on 6 December 2022. We can confirm that we have now completed our search for the information requested.

You asked:

1. Please state how many non-disclosure agreements with former staff at your fire brigade have been signed as part of the process of their employment being terminated in the following years:

- 2017
- 2018
- 2019
- 2020
- 2021
- 2022

2. For each non-disclosure agreement in answer to Q1, please provide a figure for the total settlement in each case.

3. For each non-disclosure agreement in answer to Q1, please provide the role of the individual concerned (e.g. firefighter/crew manager)

Our answer:

Hampshire and Isle of Wight Fire and Rescue Service does not create Non-Disclosure Agreements between itself and its staff. Non-Disclosure Agreements are generally completed in a commercial context. We do create Settlement Agreements that are used in resolving employment-related issues, including in termination of employment situations. These agreements generally contain a confidentiality clause. As such the information below relates to Settlement Agreements, not Non-Disclosure Agreements. The Settlement Agreement payment information below relates to a number of different causes of termination including redundancy (both voluntary and compulsory) and, very occasionally, the resolution of disputes when terminating employment.

We can confirm that we hold the information requested. Please find it below.

- For 2017 the total amount provided in settlement was £78,511.96.
- For 2018 the total amount provided in settlement was £125,662.72. There were 7 settlement agreements in 2018.
- For 2019 the total amount provided in settlement was £137,759.32.
- For 2020 we are refusing to provide this information as it could lead to the identification of individuals
- For 2021 the total amount was £15,530.00
- So far in 2022, the amount has been £13,988.36

Please be aware that we are refusing to provide the number of cases in any given year (except as otherwise stated) and the information for 2020, because that information could be used to identify individuals. We can confirm that there were fewer than five agreements in any year where we have not provided a figure. Equally the provision of the individual amounts for each settlement, and the role of the person concerned, could also indirectly identify individuals. As a disclosure under the Act is deemed to be to the world at large it would be unfair, within the meaning of the data protection principles of the UK GDPR, to provide this information in response to your request. As such we are refusing to provide it as per Section 40 of the Freedom of information Act 2000.

However, to assist you and provide as much data as we are able, we have provided a total figure for each year.

Any future correspondence with Hampshire and Isle of Wight Fire and Rescue Service in relation to this matter should be sent to the Information Compliance Officer at the above address.

If for whatever reason you are unhappy with our response you may request an internal review by contacting DP@hantsfire.gov.uk or by writing to the Information Compliance Team at the above address.

Should you remain dissatisfied you can appeal against the internal review decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.

Yours sincerely

Information Compliance Officer
Information Compliance Team
Hampshire and Isle of Wight Fire and Rescue Service