



**POLICE & CRIME
COMMISSIONER**
For Leicester,
Leicestershire & Rutland
Your Communities - Your Commissioner

Our ref: 0004/23- Doc 642-21

Date: 17 March 2023

Name:

E-mail:

Dear

Freedom of Information Act 2000

I write further to your freedom of information request received on 14 February 2023. I note you seek access to the following information:

I would be grateful if you would treat the following correspondence as a request for disclosure of the following information, under Freedom of Information law (Fol).

Description of information sought:

- 1. In the past financial year and separately for the current financial year to date, please provide the amount of money in £s which the OPCC has paid out in total following the conclusion or settling of employment disputes, including, but not exclusively, those associated with Employment Tribunal claims*
- 2. Please provide a separate breakdown of that expenditure for the past financial year and a further separate breakdown of that expenditure for the current financial year to date e.g. settlements/compensation/damages/witness expenses/legal costs*
- 3. Please provide the total number of employment disputes and/or Employment Tribunal claims which resulted in this expenditure in the past financial year and separately for the financial year to date*
- 4. Please provide the total number of individual claimants involved in those disputes or claims which resulted in this expenditure in the past financial year and separately for the financial year to date*
- 5. Please provide the total number of employment disputes and/or Employment Tribunal claims against the OPCC which have not yet concluded for the past financial year and separately, for the current financial year to date*
- 6. Please provide the total number of individual claimants involved in those disputes or claims which have not yet concluded in the past financial year and separately for the financial year to date*
- 7. Please provide these data in an .xlsx/.xls/.csv file format so I am capable to re-use them as per Section 11 of Fol.*



Your request for information has now been considered and the response can be found below:

In the past financial year and separately for the current financial year to date, please provide the amount of money in £s which the OPCC has paid out in total following the conclusion or settling of employment disputes, including, but not exclusively, those associated with Employment Tribunal claims

Section 21 – Information which is reasonably accessible.

The information requested is reasonably accessible to the applicant otherwise than by response through Section 1 the Freedom of Information Act 2000. This is an absolute and class-based exemption and, as such, I am not required to complete either a public interest or harm test on the issue of disclosure.

The information which you have requested can be found on the Office of the Police and Crime Commissioner's website using the following link;

[PCC-Statement-of-Accounts-2021-22-DRAFT.pdf](#)
[CC-Statement-of-Accounts-2021-22-DRAFT.pdf \(pcc.police.uk\)](#)

This information includes the Force and the OPCC, for the 21/22 year the total for the OPCC was £197k

The remaining information in relation to the amount for 2022/23 cannot be supplied to you as the following exemption has been applied for your request:

Section 22 – Information Intended for Future Publication.

Section 22 is a qualified, class-based exemption and therefore requires us to conduct a public interest test.

Section 22- Considerations favouring disclosure

There is public interest in disclosure of the requested information as it would improve transparency and accountability of the Office of the Police and Crime Commissioner.

Section 22- Considerations favouring non-disclosure

The information may be subject to further revision before publication. It is therefore, in the public interest that the information is reviewed and accurate before being made available to the wider public.

Furthermore, the information requested is in the interest to the wider public and therefore it is important that it can be accessed simultaneously, rather than through a small number of FOI requests.

It is in the public interest that the information is accessible to the public by adhering to the publication schedule. We have reached the view that, on balance the public interest is better serviced by withholding the information under section 22 of the FOIA at this time. You may be



interested to know that that this information will be available to view on the Office of the Police and Crime Commissioners website.

Please provide a separate breakdown of that expenditure for the past financial year and a further separate breakdown of that expenditure for the current financial year to date e.g. settlements/compensation/damages/witness expenses/legal costs

Settlements

2021/22- please see response to question 1

2022/23- part of the information you have requested is already out in the public domain.

Section 21 – Information which is reasonably accessible.

The information requested is reasonably accessible to the applicant otherwise than by response through Section 1 the Freedom of Information Act 2000. This is an absolute and class-based exemption and, as such, I am not required to complete either a public interest or harm test on the issue of disclosure.

The information which you have requested for 2022/23 can be found using the following link;
[Leicestershire PCC pays compensation after ethics group disbanded - BBC News](#)

The remaining information in relation to the amount for 2022/23 cannot be supplied to you as the following exemption has been applied for your request:

Section 22 – Information Intended for Future Publication.

Section 22 is a qualified, class-based exemption and therefore requires us to conduct a public interest test.

Section 22- Considerations favouring disclosure

- There is public interest in disclosure of the requested information as it would improve transparency and accountability of the Office of the Police and Crime Commissioner.

Section 22- Considerations favouring non-disclosure

- The information may be subject to further revision before publication. It is therefore, in the public interest that the information is reviewed and accurate before being made available to the wider public.
- Furthermore, the information requested is in the interest to the wider public and therefore it is important that it can be accessed simultaneously, rather than through a small number of FOI requests.

It is in the public interest that the information is accessible to the public by adhering to the publication schedule. We have reached the view that, on balance the public interest is better serviced by withholding the information under section 22 of the FOIA at this time.



You may be interested to know that that this information will be available to view on the Office of the Police and Crime Commissioners website.

Compensation/Damages/Witness expenses - £0

Legal costs – covered within the budget for the East Midlands Legal Services

Please provide the total number of employment disputes and/or Employment Tribunal claims which resulted in this expenditure in the past financial year and separately for the financial year to date

2021/22 – none

2022/23 to date – 1 employment dispute

Please provide the total number of individual claimants involved in those disputes or claims which resulted in this expenditure in the past financial year and separately for the financial year to date

2021/22 – none

2022/23 – 7 claimants

Please provide the total number of employment disputes and/or Employment Tribunal claims against the OPCC which have not yet concluded for the past financial year and separately, for the current financial year to date

None

Please provide the total number of individual claimants involved in those disputes or claims which have not yet concluded in the past financial year and separately for the financial year to date

None

The Police and Crime Commissioners Office provides you the right to ask for a re-examination of your request under its review procedure. Letters should be addressed to Data Protection Officer at the above address or emailed to OPCC@leics.police.uk. If you decide to request such a review and having followed the Police and Crime Commissioner's full process you are still dissatisfied, then you have the right to direct your comments to the Information Commissioner who will give it consideration.

Yours sincerely,

The Office of the Police and Crime Commissioner

In complying with our statutory duty under sections 1 and 11 of the Freedom of Information Act 2000 to release the enclosed information will not breach the Copyright, Designs and Patents Act 1988. However, the rights of the copyright owner of the enclosed information will continue to be protected by law.

Applications for the copyright owner's written permission to reproduce any part of the attached information should be addressed to The Office of the PCC, Leicestershire Police Headquarters, St. Johns, Enderby, Leicester LE19 2BX.