

(By email)

Our reference: MGLA240122-2257

Date: 2 March 2022

Dear

Thank you for your request for information which the Greater London Authority (GLA) received on 22 January 2022 as clarified 4 February 2022. Please accept our apologies for the late response. Your request has been considered under the Freedom of Information Act 2000.

You requested:

- *The total number of Non Disclosure Agreements (NDA's) made between the GLA and employees who have left the employment of the whole organisation over each of the last 5 years.*
- *Please could I have that broken down for each of the last 5 years along with the total amount for each of those five years that has been paid to those employees who signed NDAs.*
- *If possible please could this be broken down to include the total amount of NDA payments for each of those 5 years that was paid to*
 - a) those in the Assembly secretariat including the role of executive director;*
 - b) all those other directorates that work for the GLA.*

Our response is as follows:

Background:

The GLA does not require employees to enter into stand-alone NDAs when leaving, i.e. an agreement where the sole purpose is to prevent an individual from making disclosures. The only arrangements relating to disclosure are when additional terms are agreed as part of a settlement agreement.

The Authority is committed to ensuring the continued employment of all employees wherever possible. There are, however, circumstances where employment is terminated on the grounds of redundancy or in the interests of the efficiency of the service, leading to a settlement agreement.

The GLA's settlement agreements include a clause to prevent the disclosure of its terms. This is to protect the financial information, personal data and details of any employment-related issue that may have given rise to the agreement. It expressly states that employees are not prevented from disclosing details to their professional adviser, spouse or partner, or from making protected disclosures ("whistleblowing").

The Authority's settlement agreements are in line with current best practice.

GREATER LONDON AUTHORITY

The Authority has not entered into any standalone NDAs during the period about which you have requested information and the data below relates to settlement agreements entered into during that period.

Please find below the information we hold within the scope of your request:

Settlement agreements signed and associated payments

All directorates*

Calendar year(s)	Number of leavers - All directorates	Total compensation – all directorates
2021	19	£228,084.80
2019 & 2020	17	£329,267.70
2017 & 2018	22	£511,404.90

Assembly Secretariat

Calendar years(s)	Leavers - Assembly & Secretariat only	Total compensation - Assembly Secretariat only
2017-2021	15	£298,819.17

*The above numbers do not include mayoral appointees.

Exempt information

We are unable to provide information that may identify individuals or amounts paid to individuals. Where numbers fall below 10 per year, we have amalgamated the figures.

Personal data is defined by Article 4(1) of the General Data Protection Regulation (GDPR) to mean any information relating to an identified or identifiable living individual and is exempt from disclosure under s.40 (Personal information) of the Freedom of Information Act. It is considered that disclosure of this information would contravene the first data protection principle under Article 5(1) of GDPR which states that Personal data must be processed lawfully, fairly and in a transparent manner in relation to the data subject.

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA240122-2257.

Yours sincerely

Information Governance

If you are unhappy with the way the GLA has handled your request, you may complain using the GLA's FOI complaints and internal review procedure, available at:

<https://www.london.gov.uk/about-us/governance-and-spending/sharing-our-information/freedom-information>