

[REDACTED]  
(by email)

**Department:** Human Resources  
and Organisational Development  
**Our ref:** MGLA231215-1918

**Date:** 15 January 2016

Dear [REDACTED]

**Freedom of Information request**

Thank you for your email which was received by the Greater London Authority on 23 December 2016

Our response to your request is as follows:

1. *For each of the last five financial years (10/11 – 14/15) what was the total number of employees who signed compromise agreements when they left the council?*
2. *For each of the last five financial years how much was paid in total to departing employees as part of the compromise agreements?*

The GLA is a large organisation with over 700 employees. Many functions formerly carried out by the London Development Agency, the Homes and Communities Agency and the London Thames Gateway Development Corporation (amongst others) transferred to the GLA. The devolution of powers took place over a number of years and major restructuring has been carried out in order to ensure the GLA is positioned to take on its new responsibilities. Restructuring has also taken place following the Mayoral and Assembly elections in 2012 and the conclusion of the London 2012 Olympic and Paralympic Games.

All GLA termination agreements are referred to as compromise agreements or settlement agreements whether they relate to redundancy or another reason for termination of employment. The GLA only uses such agreements in situations where it is of strategic value to the authority and represents best value. All redundancy payments are calculated based on the GLA's Compensation Payments Policy. Enhanced redundancy payments above statutory redundancy pay are discretionary and determined by the Head of Paid Service.

Below is set out a table of payments made during 2010/11, 2011/12, 2012/13, 2013/14 and 2014/15. The figures are broken down into the number of agreements signed together with the sum paid out in each year as requested.

Year	Number of agreements signed	Amount paid
2010/11	1	£5,000
2011/12	6	£155,550.47
2012/13*	13	£549,497.94
2013/14	5	£250,509.76
2014/15	5	£120,874.65

\*Increase in 2012 figures is due to restructuring in the organisation, post-election and changes to the function of the GLA following the devolution of powers.

Of the amounts above a total of £264,561.82 was paid in compensation with the balance of £816,871.96 representing contractual entitlements of those that left the GLA having signed a settlement/compromise agreement.

If you have any further questions relating to this matter, please contact me, ensuring that you quote the reference at the top of this letter.

Yours sincerely

**Juliette Carter**

Assistant Director of HR & OD

If you are unhappy with the way the GLA has handled your request, you may complain using the complaints procedure, available at: <http://www.london.gov.uk/mayor-assembly/gla/governing-organisation/freedom-information>.