

GREATER LONDON AUTHORITY

██████████
(By email)

Our Ref: MGLA020320-4045

2 April 2020

Dear ██████████

Thank you for your request for information which the GLA received on 1 March 2020. Your request has been dealt with under the Freedom of Information Act 2000.

You requested:

I would like to request the following information under the provisions of the Freedom of Information Act.

1. For the financial years 2019/20 (to date), 2018/19, 2017/18 and 2016/17, how many employees of the GLA have had their employment terminated on the grounds of redundancy or in the interests of the efficiency of the service?

2. For the financial years 2019/20 (to date), 2018/19, 2017/18 and 2016/17, how many non-disclosure agreements or clauses have been signed by employees leaving the Greater London Authority? Please provide this information for the GLA as a whole, and broken down by directorate.

3. For the financial years 2019/20 (to date), 2018/19, 2017/18 and 2016/17, what is the total value of financial settlements provided to employees that have signed non-disclosure agreements or clauses when leaving the Greater London Authority?

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

1. If numbers of staff fall below 10 it is not possible to provide data as it could lead to individuals being identifiable.

In this instance, to distinguish between employment terminated on the grounds of redundancy or in the interests of the efficiency of the service for the years requested would lead to numbers below 10. Therefore, these have been amalgamated and are included in the figures in answer 2 below.

2. 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.

Therefore, 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.

It is not possible to provide data that could lead to individuals and payments made to individuals being identifiable. Therefore, if the number of cases for any year is below 10, they have been amalgamated with other years.

For the same reason, it is not possible to disclose the directorate the employees who signed settlement agreements were working for.

The numbers of employees signing settlement agreements during the period about which you have requested were:

1/4/16 to 31/3/18: 17

1/4/18 to 31/3/20: 18

3. The total value of these settlement agreements were:

1/4/16 to 31/3/18: £654,671

1/4/18 to 31/3/20: £761,637

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA020320-4045.

Yours sincerely


Information Governance Officer

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>