

GREATER LONDON AUTHORITY

[REDACTED]
(By email)

Our Ref: MGLA160819-0320

23 September 2019

Dear [REDACTED]

Thank you for your request for information which the GLA received on 15 August 2019. I am sorry for late response. Your request has been dealt with under the Freedom of Information Act 2000.

You requested:

- 1. During each of the last three financial years, ending April 2019, how many non-disclosure agreements did the authority enter into with staff who were leaving the authority?*
- 2. During each of the last three financial years, ending April 2019, how much did the authority spend on non-disclosure agreements made with staff leaving the authority? Please provide both a total amount for each year and a breakdown of the amounts of each individual NDA payment made*
- 3. For each non-disclosure agreement entered into in the last three financial years, ending April 2019, on what grounds did the authority make the decision that entering into said NDA was necessary?*

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

1. 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.

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 in the last three financial years.

In this time, the GLA entered into the following settlement agreements:

1 April 2016 to 31 March 2017: 14
1 April 2017 to 31 March 2018: 3
1 April 2018 to 31 March 2019: 9

2. The GLA has not entered into any standalone NDAs with staff leaving the Authority in the last three financial years.

The total sums paid under settlement agreements for these three years was:

1 April 2016 to 31 March 2017: £571,818
1 April 2017 to 31 March 2018: £82,854
1 April 2018 to 31 March 2019: £496,714

3. The GLA has not entered into any standalone NDAs with staff leaving the Authority in the last three financial years.

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA160819-0320.

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>