

GREATER LONDON AUTHORITY

██████████
(By email)

Our Ref: MGLA011019-3738

21 October 2019

Dear ██████████

Thank you for your request for information which the GLA received on 1 October 2019. Your request has been dealt with under the Freedom of Information Act 2000.

You requested:

I am writing to obtain information relating to non-disclosure agreements - also known as settlement agreements with a non-disclosure clause included.

- 1. Please can you tell me how many non-disclosure agreements the council has agreed in each year over the past 5 years? (You clarified this to mean - calendar years with 2019 to date please - i.e. the 5 calendar years 2015- October 2019)*
- 2. Please can you also tell me which department the ex-employees or employees who signed the NDAs, were working for?*
- 3. Please can you tell me the financial value of the non-disclosure agreements over the past 5 years, preferably broken per agreement down by calendar year with a grand total.*

If this is not possible then please break it down by calendar year, with the cost of agreements combined into one annual total.

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

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 individuals for any year is below 10, they have been amalgamated with other years.

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

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

2015 and 2016: 21 people were paid a total of £591,584

2017 and 2018: 10 people were paid a total of £464,703

2019 to date: 10 people were paid a total of £325,607

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA011019-3738.

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>