

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.uk

XXXXXX – by email

Date: 24th March 2023

Your ref: FOI

Our ref: FOI 2023 / 297

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 6th March 2023 concerning Compensation Payments to Officers and Staff.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and I am not obliged to supply the information you have requested.

You wrote:

How much police officers and civilian police staff were paid in compensation, broken down according to

- year
- ideally rank
- amount
- reason (I am specifically interested in this)

E.g. 2023/Sgt/£10,000/slipping on ice

Can you provide for the past five years, if possible

Our response:

The information you are requesting is exempt from disclosure by virtue of Section 40(2) – Personal Information.

Section 40 is an absolute exemption and there is no requirement for Wiltshire Police to articulate the harm or examine the public interest in disclosure.



INVESTOR IN PEOPLE

The information you have requested – in the format you have requested it – cannot be supplied as that information together with information that may already be out there in the public domain could lead to individual persons being identified.

Information that constitutes personal data is exempt under section 40(2) of the Freedom of Information Act 2000.

However, under our Section 16 obligation to be as helpful as possible to an applicant I am able to provide you with the following aggregated information that may be of assistance to you :-

For the time period 2018-2022, the annual totals of compensation paid to Officers and Staff have been as follows :-

	Compensation Paid		
Settlement Year	Officers	Staff	Total
2018	£1,000	£5,690	£6,690
2019	£41,803	£3,860	£45,663
2020	£87,352	£144	£87,496
2021	£6,725	£40,000	£46,725
2022	£32,594	£9,800	£42,394

This can be broken down by Case Type as follows :-

	Compensation by Case Type			
Settlement Year	Employment Tribunal	Employer Liability	Motor	Total
2018	£5,690	£1,000	£0	£6,690
2019	£36,553	£9,110	£0	£45,663
2020	£3,500	£58,996	£25,000	£87,496
2021	£43,000	£3,725	£0	£46,725
2022	£4,000	£13,194	£25,200	£42,394

And by Claim Type as follows :-

	Compensation Paid by Claim Type					
Claim Type	2018	2019	2020	2021	2022	Total
Constructive Dismissal	£0	£0	£0	£40,000	£0	£40,000
Damage to property	£0	£0	£144	£0	£0	£144
Disability Discrimination	£5,690	£36,553	£0	£0	£0	£42,243
Injury - RTC	£0	£0	£25,000	£0	£25,200	£50,200
Injury at work	£1,000	£9,110	£58,852	£3,725	£13,194	£85,881
Racial Discrimination	£0	£0	£3,500	£0	£0	£3,500
Sex Discrimination	£0	£0	£0	£3,000	£4,000	£7,000

Section 17 of the Freedom of Information Act 2000 requires the Wiltshire Police, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption applicable to the information requested is:

Section 40: Exemption where cost of compliance exceeds appropriate limit

In accordance with section 17 of the Act, this letter represents a Refusal Notice for this particular request.

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Nick Penny
Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



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Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101 ext 62005

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.pnn.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk