



Dear

Gloucestershire Constabulary Freedom of Information request 2023.0278

On 06/03/2023 you sent an email constituting a request under the Freedom of Information Act asking the following:

Please could you, within the allocated time span, confirm:
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 - certainly the past three.

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

I can confirm the following information which has been provided by Financial years i.e. 1st April – 31st March:

18-19

Nil – personal injury

One – unfair dismissal

19-20

1 x Police Staff – Personal Injury

2 x Police Staff - Unlawful Deduction from Wages

2 x Police Officer – Disability Discrimination

20-21

1 x Police Staff - Personal Injury

1 x Police Staff – Disability Discrimination

4 x Police Staff – Unfair Dismissal

21-22

1 x Police Officer – Personal Injury

1 x Police Staff – Personal Injury

Nil – other employment type related claim

22-23

3 x Police Officer - Personal Injury

1 x Police Staff – Personal Injury

6 x Police Staff – Unlawful deduction from Wages

I am unable to provide any further details relating to these compensation claims as it's very likely that an individual could be identified.

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

With regard to the disclosure of any further details of compensation paid, the following exemption applies:

Section 40(2) Personal Information

Section 40(2) applies to third party personal data. This would not be released under the Freedom of Information Act unless there is a strong public interest. The disclosure of any information which could lead to the identification of an individual would breach the Data Protection Principles contained within the Data Protection Act 2018, namely the first principle which states that personal data shall be processed lawfully, fairly and in a transparent manner in relation to individuals

This exemption is absolute and class based therefore I am not required to apply either the public interest test or harm test in disclosure.

In accordance with the Act, this letter represents a Refusal Notice for this part of your request.

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

Disclosure Officer
Gloucestershire Constabulary