

*How many people have been employed since the crime commissioner was elected in 2012? And if so what roles they are in and their current salary?*

Since the Commissioner was elected, there have been two members of staff appointed, a Deputy Police & Crime Commissioner and a Research Director.

Your request for their current salary is exempt under section 40 (2) of the Freedom of Information Act 2000, further details can be found at Appendix A.

## **APPENDIX A**

Request:

*How many people have been employed since the crime commissioner was elected in 2012? And if so what roles they are in and their current salary?*

Section 17 of the Freedom of Information Act 2000 states that:

- 1) A public authority which, in relation to any request for information, is to any extent relying on a claim that information is exempt information must, within the time for complying with Section 1 (1), give the applicant a notice which:-
  - (a) states the fact,
  - (b) specifies the exemption in question, and
  - (c) states (if that would not be otherwise be apparent) why the exemption applies.

### **REASONS FOR DECISION**

The reason that we are unable to provide you with this information is covered by the following exemption:

#### **S40 (2) – Personal Information**

S40 (2) (b) is a class based exemption and provides an absolute exemption where disclosure of the personal data would breach the Data Protection Principles. All individuals have a right to privacy under the Data Protection Act 1998. Where information is redacted in this case the Office of the Police and Crime Commissioner (OPCC) considers that disclosure would breach the first Data Protection Principle - that information must be processed fairly and lawfully.

The OPCC is required, under the Account and Audit (Amendment no 2) (England) Regulations 2009, to publish the names of staff who earn over £150,000 and to publish details of actual salaries and allowances paid to each employee who earns over £50,000. The OPCC is also required, under the Code of Recommended Practice for Local Authorities on Data Transparency 2011, to publish the salaries of all employees earning over £58,200 together with their job descriptions and names. For individual members of staff who do not fall into these categories there is a reasonable expectation that their salary details will not be made public.

As salary information relates to people's personal financial circumstances disclosure of an exact salary figure is more intrusive than providing a salary band and may prejudice their interests in ongoing financial or legal negotiations. Where posts have a 'career grade' which spans a number of salary bands subject to career progression or performance releasing the exact salary information or information in a narrow salary range may also provide other significant information about the individual.

However, the OPCC recognises the substantial public interest in knowing how public money is spent and determining good governance and value for money in public spending. Further, providing salary information will also reflect on equality and fairness considerations.

In order to provide some transparency in public spending salary banding information, for positions attracting less than £58,200 pa, the following is provided.

Deputy Police & Crime Commissioner – £52995 - £56571.  
Research Director – £38862 – £41697.