

*A list of Mark Burns-Williamson's employees (those who work in his office and those who directly assist him in the role of crime commissioner), including their salary and job title.*

Please note that all police staff are employees of the Police and Crime Commissioner. Some are 'shared' in that they directly assist both the Commissioner and the Chief Constable in their respective roles. For the purposes of your request, however, we are providing information relevant to the members of staff who work in the office of the police and crime commissioner.

Exemptions have been applied to your request for current salary information for some positions under section 40 (2) of the Freedom of Information Act 2000, further details can be found at Appendix A.

## **APPENDIX A**

Request:

*A list of Mark Burns-Williamson's employees (those who work in his office and those who directly assist him in the role of crime commissioner), including their salary and job title.*

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. Please note that this does not reflect actual payments to individuals which may be influenced by contracted hours worked each week, maternity leave and vacancies.

| <b>Name</b>                  | <b>Job Title</b>                             | <b>Salary Band</b>   |
|------------------------------|--|--|
| Fraser Sampson               | Chief Executive & Monitoring Officer         | Salary, fees and expenses are published on website <a href="http://www.westyorkshire-pcc.gov.uk/office-of-the-pcc/senior-staff.aspx">http://www.westyorkshire-pcc.gov.uk/office-of-the-pcc/senior-staff.aspx</a> |
| Judith Heeley                | Chief Finance Officer                        | Salary, fees and expenses are published on website <a href="http://www.westyorkshire-pcc.gov.uk/office-of-the-pcc/senior-staff.aspx">http://www.westyorkshire-pcc.gov.uk/office-of-the-pcc/senior-staff.aspx</a> |
| Isobel Owen                  | Deputy Police & Crime Commissioner           | £52995 - £56571  |
| VACANT                       | Head of Communications                       | £51855 - £55353  |
| Tricia Holder                | Policy Director                              | £38862 - £41697  |
| Henri Murison                | Research Director                            | £38862 - £41697  |
| Karen Grey                   | External Relations Director                  | £38862 - £41697  |
| Elaine Shinkfield/Julie Reid | Finance & Administration Manager (Job share) | £32226 - £35076  |
| Neil Rickwood                | Head of Audit & Risk                         | £51855 - £55353  |
| Sharon Waugh                 | Consultation Officer                         | £21099 - £30633  |
| Kelly Brockman               | Consultation Officer                         | £21099 - £30633  |
| Joanne Colley                | Consultation Officer                         | £21099 - £30633  |
| Clair Hedges                 | Research Officer                             | £23799 - £30633  |
| Sarah Drafz                  | Research Officer                             | £23799 - £30633  |
| Jeremy Welburn               | Internal Audit Manager                       | £38862 - £41697  |
| Sophie Abbott                | Internal Audit Manager                       | £38862 - £41697  |
| Michael George               | Internal Audit Manager                       | £38862 - £41697  |
| Matthew Hirst                | Internal Auditor                             | £18721 - £30633  |
| Joanne Campbell              | Internal Auditor                             | £18721 - £30633  |
| Gillian Steele               | Internal Auditor                             | £18721 - £30633  |

|                  |                           |                 |
|------------------|---------------------------|-----------------|
| Sandra Eames     | Internal Auditor          | £18721 - £30633 |
| Richard O'Connor | Internal Auditor          | £18721 - £30633 |
| Jayne Davison    | Executive Support Officer | £23799 - £25449 |
| June Causer      | Administrative Officer    | £18721 - £20734 |
| Clare Wildie     | Administrative Officer    | £18721 - £20734 |
| David Iveson     | Administrative Assistant  | £14779 - £18343 |
| Katy Trewartha   | Administrative Assistant  | £14779 - £18343 |
| Claire Layton    | Administrative Assistant  | £14779 - £18343 |