



Data Protection Officer  
Freedom of Information  
NW Leicestershire District Council  
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Date: 27 April 2021

## **FREEDOM OF INFORMATION REQUEST 1550**

I write further to your email dated 23 March 2021.

Your request has been dealt with under the terms of the Freedom of Information Act 2000 (FOIA), explained on our [freedom of information](#) page.

### **Your request:**

I am writing to ask for specific information on any funds paid by the council to employees working from home during the current pandemic that are in addition to their normal salaries.

Can you please advise if/which employees (including grades) are paid an allowance and/or expenses for working from home during the pandemic. If so, please advise if they are fixed amounts (including amount) and the frequency they are paid and, if ad hoc, what the payments cover. Also advise if payments are taxable or not and if they are pro-rata for part time employees. Please advise whether employees that have childcare responsibilities at home (eg home schooling) would/would not be entitled to any such payments.

If you are not paying employees and are directing them to claim tax relief, please advise.

To clarify I am not requesting individual names of employees merely job titles and grades (eg Planning Officer Band E) with applicable information. If there are several employees of the same job title/grade then mark as eg X3.

If there is a relevant policy, can you please forward. Also advise if it is a generic government policy or specific to NWLDC.

### **Our response:**

All Council employees required to work from home were offered to be reimbursed up to £100 for office furniture. In addition, where an employees internet speeds were not sufficient to allow effective home working the council reimburses the difference between their previous bill and that of the improved internet package. These payments are made to a very small number of officers and vary depending on need.

There is no specific policy for these payments and they are largely ad hoc.

Regarding the job titles and grades of the employees receiving reimbursement, I can confirm that North West Leicestershire District Council holds the information you have requested. However, the information is exempt from disclosure under section 40 of the FOIA.

Section 40 (2) of the Freedom of Information Act 2000 provides that personal data is exempt from disclosure if one of the conditions contained in section 40 (3) is satisfied. Section 40 (3A) (a) applies where disclosure of information would contravene data protection principles.

In this case, due to the low number of officers receiving the reimbursement for internet, specifying the particular roles and paygrades could allow the individuals to be identified and therefore its release would breach the data protection principles of article 5 of the General Data Protection Regulations (GDPR).

The supply of information in response to a freedom of information request does not confer the right to re-use the information. UK copyright law allows information supplied for the purposes of private study and non-commercial research to be used without permission. Information supplied can also be re-used for the purposes of news reporting except for in the case of photographs.

### **GOING FORWARD**

If you are dissatisfied with the information supplied please feel free to contact me on the number above for any queries in relation to this response. Please note that in responding to further enquiries I can only comment on the information contained within this correspondence and cannot provide any further information that may pertain to an additional FOIA request.

Please remember to quote the Authority's four digit reference number given at the top of this email in any future communications.

If you remain dissatisfied following the conclusion of the above informal review, you have the right to ask for an internal review. A request for a review whether formal or informal should be submitted within two calendar months of the date of receipt of the response to your original letter and should be sent to [DPO@NWLeicestershire.gov.uk](mailto:DPO@NWLeicestershire.gov.uk) or the address above.

Further details on our appeals and complaints procedure can be found on our website [here](#).

If you remain dissatisfied following the conclusion of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at [accessicoinformation@ico.org.uk](mailto:accessicoinformation@ico.org.uk).

Yours sincerely

Mackenzie Keatley  
Information Governance Officer