



London Borough of Barnet,
2 Bristol Avenue,
Colindale,
London NW9 4EW
13 September 2019
Our ref: 5561512

Thank you for your request received on 19 August 2019, for the following information:

We kindly request the following data for your council (or for each council under your care individually if you look after more than one council) for these years under the Freedom of Information request:

- a. 2015-16**
- b. 2016-17**
- c. 2017-2018**

- * Number of ill-health retirement applications made**
- * Number of successful ill-health retirement applications**
- * Total Employee Number/Count**
- * If available, the mean age of ill-health retirement cases for the years listed above**

The data you provide will be anonymised using a three-digit code known only to the study team. Data will be stored on a password-protected computer system at Sheffield Occupational Health and Wellbeing Service and password-protected memory stick held by the study team. The study has been registered with the Clinical Governance, Occupational Health Department, HR Directorate, Sheffield Teaching Hospitals.

Once we have evaluated the data, we would be pleased to provide you with a copy of the results. In providing these results, the names of councils other than your own will not be identifiable. We would this data would support your evaluation of ill-health retirement processes in your organisation.

We have processed this request under the Freedom of Information Act 2000.

Response

I can confirm that London Borough of Barnet holds the information you requested.

However, we consider that the following exemptions apply to some of the information requested. The remaining information is not withheld and is below

We kindly request the following data for your council (or for each council under your care individually if you look after more than one council) for these years under the Freedom of Information request:

a. 2015

<10 - See refusal notice below. Figures low so have aggregated up so that no one individual can be identified

b. 2016

14

c. 2017

17

d. 2018

15

*** Number of ill-health retirement applications made**

Ill health applications are not made by employees. They are processed by HR as a result of management referral. *

Number of successful ill-health retirement applications (processed)

52

*** Total Employee Number/Count**

52 *

If available, the mean age of ill-health retirement cases for the years listed above

This information is not available

Refusal Notice Section 40(2)

[Part 1 of Schedule 19](#) of the Data Protection Act 2018 amends the personal data exemption under section 40 of the Freedom of Information Act 2000(FOI). These are consequential amendments designed to ensure that the correct provisions of the GDPR and the new Act are referenced instead of the now repealed DPA 1998. They will not fundamentally impact when personal data can, and cannot, be disclosed in response to an FOI request.

Personal Information is governed by the Data Protection Act legislation and is defined as any information relating to an identified or identifiable natural person ('data subject'). It adds that: an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location number, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

The withheld information is exempt because disclosure would contravene the first data protection principle which requires that personal data is processed fairly and

lawfully. Disclosure of the requested information would breach this principle and in particular the requirement of fairness because individuals working for the council have a reasonable expectation of privacy and do not expect that the council would disclose their names or contact details in response to a freedom of information request, especially as they are relatively junior and not in public facing roles. The council's redaction policy states that officers' names and contact details under the level of Assistant Director will generally not be released. All of the posts redacted are under the Assistant Director level.

Further information

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

Advice and Assistance : Direct Marketing

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link www.ico.org.uk

For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.

Your rights

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: foi@barnet.gov.uk. Or by post to Information Management Team (FOI) London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website www.ico.org.uk). There is no charge for making an appeal.