



2 Bristol Avenue,
Colindale, NW9 4EW
3 February 2021
Our ref: 6910317

Thank you for your request received on 6 January 2021, for the following information:

I am writing to request information under the Freedom of Information Act 2000. I am outlining my query as specifically as possible and would appreciate that you reply in kind.

Please would you forward me the staffing structure, including names, direct lines and email addresses, of your following departments:

- ☐ **Legal & Governance Department**
- ☐ **Human Resources Department**
- ☐ **Policy & Communications Department**
- ☐ **Finance & Accounting Department**
- ☐ **Payroll Department**

Please can you also advise:

- ☐ **What the total spend on Temporary/Interim staff has been in the last twelve months**
- ☐ **Which/if any recruitment consultancies have been used to provide these staff**

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 attached and below.

I Please would you forward me the staffing structure, including names, direct lines and email addresses, of your following departments:

www.barnet.gov.uk/your-council/barnet-council-management-structure

Legal & Governance Department

Harrow Council's Legal Practice (part of the Legal & Governance Services department) provides legal advice and representation to this authority. Contractor held information is only available where the contract makes clear that it is held on the public authority's behalf. The contract can be located here

<https://barnet.moderngov.co.uk/documents/s34164/Report%20and%20Appendix%2001.pdf>

HB Public Law organisation's staffing structure, names and direct lines are not held
General enquires can be made to www.hbpubliclaw.co.uk/contact-us

See attached for Governance structure.

Human Resources Department

See attached.

Policy & Communications Department

See attached.

Finance & Accounting Department

See attached.

Payroll Department

Barnet's Payroll function is managed on behalf of the Council by an external contractor. Contractor held information is only available where the contract makes clear that it is held on the public authority's behalf. The contract can be located here <https://open.barnet.gov.uk/dataset/23d3v/customer-and-support-group-csg-contract>
Capita organisation's staffing structure, names and direct lines are not held. There is however a generic mailbox: BarnetHRPayroll@capita.com

For all structures, names below Assistant Director have been removed: We consider that the absolute exemption set out in Section 40 (Personal information) subsection (2) applies to the information requested. Therefore, we have decided to withhold the information.

Please can you also advise: What the total spend on Temporary/Interim staff has been in the last twelve months

Which/if any recruitment consultancies have been used to provide these staff

Our agency spend on an annual basis is £16,645,000 per year and we contract via Matrix as our Neutral Agency Vendor.

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. Individuals 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.