

Sent by email: XXXXX

XXXX  
Department for Transport  
Great Minster House  
76 Marsham Street  
London  
SW1P 4DR

Direct Line: XXXX  
Web Site: [www.dft.gov.uk](http://www.dft.gov.uk)  
Our Ref: FOI 7535

Date: 10/05/2011

Dear XXXXX,

**Freedom of Information Act Request – F0007535**

Thank you for your request made under the Freedom of Information Act e-mailed on 4 April 2011.

You asked:

**“Please confirm the number of employees working on fixed term contracts at the DfT and its Agencies in the last 3 years, broken down for each year.**

**Of those working on a fixed term contract at the DfT and its Agencies in the last 3 years, please confirm the number of employees who had been continuously employed on that contract, or under that contract taken with previous fixed term contract(s), for a period of 4 years or more.**

**Of those employees working on fixed term contract(s) at the DfT and its Agencies for a period of 4 years or more in the last 3 years, please confirm the number who were informed that their employment was deemed permanent by DfT and its Agencies.**

**Please confirm the number of employees who were dismissed on the expiry of fixed term contracts at DfT and its Agencies in the last 3 years (for the avoidance of any doubt this includes where such employees were not offered extensions to their contracts).**

**Of those employees who were dismissed by DfT and its Agencies on the expiry of fixed term contracts in the last 3 years, please confirm the number of employees who had been continuously working on fixed term contract(s) for 4 years or more at the date of effective termination of employment.**

**Of those employees who were dismissed by DfT and its Agencies on the expiry of fixed term contracts in the last 3 years and who had been continuously working on fixed term contract(s) for 4 years or more at the date of effective termination of employment, please confirm:**

- 1. the number who were paid a statutory redundancy payment;**
- 2. the number who were paid an enhanced redundancy payment;**
- 3. the number who were paid compensation under the Civil Service Compensation Scheme 2010; and**

**4. the number who requested a redundancy payment but were refused; and  
5. the number who requested compensation under the Civil Service Compensation Scheme 2010 but were refused.**

**Please confirm the number of employees at DfT and its Agencies who were granted a redundancy payment in the last 3 years and whether they were employed on a fixed term contract or permanent contract.**

**Please confirm the number of employees at DfT and its Agencies who received a payment from a Civil Service Compensation Scheme in the last 3 years and whether they were employed on a fixed or permanent contract.”**

### **Response**

The Department for Transport was formed in 2002 and is made up of a Central Department DfT(c) and seven Executive Agencies as follows:

Highways Agency (HA)  
Driver & Vehicle Licensing Agency (DVLA)  
Driving Standards Agency (DSA)  
Vehicle & Operator Services Agency (VOSA)  
Maritime & Coastguard Agency (MCA)  
Vehicle Certification Agency (VCA)  
Government Car & Despatch Agency (GCDA)

This response covers both the central department and our executive agencies.

We have estimated that the cost of complying with the majority of your request would exceed £600. Section 12 of the Act (the full text of which is attached at Annex A) does not oblige the Department to comply with requests that exceed this limit, and we are therefore refusing most of your request.

We are unable to fully answer your request within the cost limit as the majority of this information is not held centrally. To determine, locate, retrieve and extract all of the information for the central department and our seven agencies would require us to contact multiple parts of the department and ask them all to undertake a search. This would breach the FOIA cost limit of £600 calculated at a flat rate of £25 per hour x 24 hours work.

If you send us a new, more specific request, we will consider if that can be dealt with within the limit. This may include reducing the amount of information that you seek as well as reducing the timescales significantly and specifying a single area of the department such as the central department or a particular agency.

However, I am able to provide you with some of the information you have requested. Please note the numbers are given as headcount not full time equivalent.

**Table 1 below shows:**

The number of employees working on fixed term contracts at the DfT and its Agencies in the last 3 years, for each financial year.

Number of fixed term appointments			
	2008/09	2009/10	2010/11
DfTc	62	51	37
DVLA	592	328	222
DSA	3	24	19
HA	72	67	37
VOSA	129	127	76
VCA	0	0	0
GCDA	0	0	0
MCA	88	103	73

**Table 2 below shows:**

The number of employees at DfT and its Agencies who were granted a redundancy payment in the last 3 years and whether they were employed on a fixed term contract or permanent contract.

For permanent staff, redundancy is taken as those members of staff leaving on Flexible Early Retirement, Flexible Early Severance, Compulsory Early Retirement, Compulsory Early Severance and Actual Early Retirement.

	Employees granted redundancy payments in the last 3 years	
	Fixed Term Appointment	Permanent Contract
DfTc	0	188
DVLA	0	0
DSA	0	3
HA	0	136
VOSA	28	244*
VCA	0	0
GCDA	0	0
MCA	5	79

\*This figure for VOSA is high as they ran an early exit scheme during 2010/11.

**Table 3 below shows:**

The number of employees at DfT and its Agencies who received a payment from a Civil Service Compensation Scheme in the last 3 years and whether they were employed on a fixed or permanent contract. This relates to non redundancy cases, for example inefficiency.

	Employees receiving payment from the Civil Service Compensation Scheme in the last 3 years	
	Fixed Term Appointment	Permanent Contract
DfTc	0	0
DVLA	0	100
DSA	0	51
HA	0	20
VOSA	0	0
VCA	0	0
GCDA	0	73
MCA	0	7

If you are unhappy with the way the Department has handled your request or with the decisions made in relation to your request you may complain within two calendar months of the date of this letter by writing to the Department's Information Rights Unit at:

Zone D/04  
Ashdown House  
Sedlescombe Road North  
Hastings  
East Sussex TN37 7GA  
E-mail: [FOI-Advice-Team-DFT@dft.gsi.gov.uk](mailto:FOI-Advice-Team-DFT@dft.gsi.gov.uk)

Please see attached details of DfT's complaints procedure and your right to complain to the Information Commissioner.

If you wish to discuss any of the above, please contact me. Please remember to quote the reference number above in any future communications.

Yours sincerely  
*sent by e-mail*  
XXXXX

### **Your right to complain to DfT and the Information Commissioner**

You have the right to complain about the way in which your request for information was handled and/or about the decision not to disclose all or part of the information requested. In addition a complaint can be made that DfT has not complied with its FOI publication scheme.

Your complaint will be acknowledged and you will be advised of a target date by which to expect a response. Initially your complaint will be re-considered by the official who dealt with your request for information. If, after careful consideration, that official decides that his/her decision was correct, your complaint will automatically be referred to a senior independent official who will conduct a further review. You will be advised of the outcome of your complaint and if a decision is taken to disclose information originally withheld this will be done as soon as possible.

If you are not content with the outcome 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:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

## **Annex A**

### **Section 12 exemption:**

#### **Exemption where cost of compliance exceeds appropriate limit**

(1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

(2) Subsection (1) does not exempt the public authority from its obligation to comply with paragraph (a) of section 1(1) unless the estimated cost of complying with that paragraph alone would exceed the appropriate limit.

(3) In subsections (1) and (2) "the appropriate limit" means such amount as may be prescribed, and different amounts may be prescribed in relation to different cases.

(4) The Secretary of State may by regulations provide that, in such circumstances as may be prescribed, where two or more requests for information are made to a public authority—

(a) by one person, or

(b) by different persons who appear to the public authority to be acting in concert or in pursuance of a campaign,

the estimated cost of complying with any of the requests is to be taken to be the estimated total cost of complying with all of them.

(5) The Secretary of State may by regulations make provision for the purposes of this section as to the costs to be estimated and as to the manner in which they are to be estimated.