

FOI REF:	15758
RESPONSE SENT:	18/07/2025

Request

I am writing to request the following information: The number of former employees at your council who were made redundant and were rehired between 2020 and 2025. To be clear, I am interested in employees who were rehired during that period, not who both left and were rehired during that period.

For each employee, please specify: (i) when they were made redundant; (ii) what position they were made redundant from; (iii) what redundancy payment they received; (iv) when they were rehired; (v) what position they were rehired into.

Response

One individual was made redundant and rehired during the period 2020 -2025:

- (i) They were made redundant on 13/11/2020
- (ii) I can confirm that the council does hold information relevant to your request. This aspect of your request is refused. Please see our rationale for refusing this aspect of your request below.
- (iii) They received a redundancy payment of £948.42
- (iv) They were rehired on 19/06/2023
- (v) I can confirm that the council does hold information relevant to your request. This aspect of your request is refused. Please see our rationale for refusing this aspect of your request below. I can confirm however that the person has been rehired as a casual worker on a "zero hours" basis.

Rationale for refusing to release data as requested in (ii) and (v) above

As the information you have request only relates to 1 individual, releasing the post title would mean that it is possible to identify the individual. We have considered your request in accordance with the relevant Data Protection Legislation.

We conclude that we are unable to release information that refers to personal data and, where this is applicable to your request, the information has been withheld. This is in accordance with section 40 – personal information, of the FOI Act. Section 40(2) provides an absolute exemption for personal data. Personal data of third parties can only be disclosed in accordance with the data protection principles. In particular, the first data protection principle requires that disclosure must be fair and lawful and must comply with one of the conditions in Schedule 2 of the Data Protection Act.

