



14 June 2019

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PE31 6RH

Email: [information.governance@citb.co.uk](mailto:information.governance@citb.co.uk)  
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Dear

### **Freedom of Information Request 03/2019**

Thank you for contacting CITB requesting information under the Freedom of Information Act (FOIA). In your email, dated 20 May 2019, you asked:

1. For each of the 13 employees referenced in the 2016/17 CITB annual report and the 2016/17 DfE annual report as receiving exit packages worth more than £150,000, please can you disclose their:
  - First name and surname
  - Job title
  - The exact full value of their exit package
  - The break up of the exit package, for instance how much was redundancy pay, how much was in lieu of notice, how much was pension strain etc
  - The exact value of their full remuneration for the year in which they received their exit package.

N.B. These 13 former employees include 4 who received exit packages worth more than £400,000, 5 who received exit packages worth between £200,000 and £400,000 and 4 who received exit packages worth between £150,000 and £200,000.

2. For each of the 4 employees referenced in the 2016/17 CITB annual report and the 2016/17 DfE annual report as receiving exit packages worth between £100,000 and £150,000, please can you disclose their:
  - Job title
  - The exact full value of their exit package
  - The break up of the exit package, for instance how much was redundancy pay, how much was in lieu of notice, how much was pension strain etc
  - The exact value of their full remuneration for the year in which they received their exit package.

My answers are as follows:

A table is attached at Appendix A which shows the detail of payments made to the employees in the groupings in questions 1 and 2 above. The figures provided are not exact figures but are in bands. CITB does not consider it in the public interest to release exact figures and would refer you to the ICO Guidance for Personal Data about Public Authority Employees, Paragraph 51 and CITB does not consider it exceptional circumstances to release exact figures.



CITB publishes the details of those it considers its senior staff in the Annual Report and Accounts. We have reviewed the list of staff and do not consider them to be senior staff and will therefore not disclose the of full names and job titles of the individuals and does not consider it in the public interest to do so and that it would be in breach of the Data Protection Act 2018 as it would be it unfair to the individuals as it may cause them distress for these details to be made public.

The table attached shows two figures for their exit payment: Redundancy figure and Pension Payments. The Pension Payments are payments which are payable to the ITB Pension Funds under the terms of the scheme for employees who were over 50 and under 65 at exit who had joined the ITB Defined Benefit Scheme before July 2001. The Defined Benefit Pension Scheme was closed and all members were transferred to a Defined Contribution Scheme from 1 January 2017.

CITB does not pay payment in lieu of notice.

If you are unhappy with this response, or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied, then you may apply for an independent internal review by contacting Adrian Beckingham, Corporate Performance Director, CITB, Bircham Newton, King's Lynn, Norfolk, PE31 6RH or email [adrian.beckingham@citb.co.uk](mailto:adrian.beckingham@citb.co.uk).

If you remain unhappy following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Further details of the role and powers of the Information Commissioner can be found on the Commissioners website: <https://ico.org.uk/>

Yours sincerely

Rachel Brooks  
Information Risk & Data Governance Manager