

From: **Information Access**
inform@vosa.gov.uk

Information Access Team
Berkeley House
Croydon Street
Bristol
BS5 0DA

Tel: 0300 123 9000
Fax: 0117 954 2546

Our Ref: **F0001958**

Date: 7 August 2009

Dear

FREEDOM OF INFORMATION ACT 2000

I refer to your email of 15th June, sent to VOSA's press office. We have dealt with it under the terms of the Freedom of Information Act 2000. I am aware that the date for response was 14th July and that VOSA has exceeded this deadline by several weeks. I apologise for the delay, which was due to the administrative burden of copying and redacting so many claims and receipts.

You asked for:

- 1) Details relating to the annual salaries of the Chief Executive and directing board members, broken down into basic salary and bonuses.

Please see the table below, which gives basic salary ranges (to the nearest £5000) and total bonus received for members of the board for the 2007/08 financial year.

Board Member	Position	Salary Range (£'000)	Total Bonus (to the nearest £500)
Stephen Tetlow	Chief Executive	105-110	19,000
Jeff Belt	Corporate Services Director	75-80	3,000
Hugh Edwards	Heavy Goods Vehicle Director	65-70	2,500
Martin Jones	Director of HR	60-65	8,000
Alastair Peoples	Testing and Inspections Director	65-70	10,000
Janice James	Intelligence and Targeting Director	60-65	3,500
Alex Fiddes	Private Vehicle Director	70-75	14,500
David Trussler	Commercial Customer Services Director	70-75	7,000
Tony Downes	Business Strategy and Corporate Development Director	65-70	11,000
Kevin Rooney	Passenger Vehicle Director	65-70	5,000

Please note that the total bonus figure includes all bonuses, performance and non-performance related, which have been approved either by VOSA or by DfT Central.

Salaries have been given within a £5000 range and bonuses have been given to the nearest £500, as it is considered that salary details are personal to the employee. Whilst it is accepted that there is a legitimate public interest in the amount of money paid to Directors, it is believed that the disclosure of specific salary details would be far more intrusive into the financial situation of a Director than the disclosure of a salary band. It is considered that a Director would be less likely to expect exact figures to be released in response to a Freedom of Information request. Additionally, it is believed that the disclosure of Directors' pay to the nearest £5000 provides an appropriate level of scrutiny and satisfies the legitimate interests of the public.

- 2) Any receipts and claim forms for expenses claimed by the Chief Executive and Directors during the same financial year.

Please find enclosed copies of travel and subsistence claims with accompanying receipts as well as receipts for purchases made with a government procurement card. These documents cover the 2007/08 financial year. You will see that these claims and receipts have all been redacted to remove the following details:

- credit/debit card details
- bank account details
- signatures
- transaction/authorisation numbers
- names of other VOSA employees or third party employees/individuals
- email addresses
- phone numbers
- personal/home addresses
- insurance reference numbers
- credit limits/available credit
- merchant ID numbers

It is considered that these details are personal, in that they can be used to identify a living individual either alone or when combined with other data in the data controller's possession. It is not considered that there is a legitimate public interest in these details and it is not believed that they would add any greater level of transparency to the information being released. Furthermore, it is considered that the data subjects would be put at risk of financial harm were these details to be released. It is unlikely that any claimant of expenses would reasonably expect their personal financial data to be released in response to a Freedom of Information request and a release would therefore contravene the first data protection principle. To be clear, these details are being withheld under section 40(2)&(3)(a)(i) of the Act:

Section 40(2) Any information to which a request for information relates is also exempt information if –

- (a) it constitutes personal data which do not fall within subsection (1), and*
- (b) either the first or the second condition below is satisfied*

(3) The first condition is -

- (a) in a case where the information falls within any of paragraphs (a) to (d) of the definition of "data" in section 1(1) of the Data Protection Act 1998, that the*

disclosure of the information to a member of the public otherwise than under this Act would contravene –

(i) any if the data protection principles

3) Copies of the hospitality register for VOSA.

Please see the enclosed copies. Again, personal details have been redacted/removed. These include:

- names of non-Director VOSA employees or of any other individuals
- signatures

These details are being withheld under section 40(2)&(3)(a)(i). In addition, details of discussions held with Atos Origin have been redacted, as it is considered that these details would prejudice the commercial interests of VOSA and Atos Origin. The exemption being used to withhold these details is section 43(2):

Section 43(2) Information is exempt information if its disclosure under this Act would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it).

This exemption is subject to a public interest test, which has been completed and is enclosed.

If you have any queries about this letter, please contact us, quoting reference **F0001958**.

If you are unhappy with the response provided, you may ask for an internal review. To request an internal review, please write to:

VOSA Corporate Office,
Berkeley House,
Croydon Street,
Bristol,
BS5 0DA

or email vosa.corporateoffice@vosa.gsi.gov.uk

giving the reasons for your dissatisfaction. It will help us if you quote the reference number for your case.

If you do not agree with the outcome of the internal review, you may lodge an appeal with the Information Commissioner (www.informationcommissioner.gov.uk). The Information Commissioner is an independent official appointed by the Crown to oversee the Data Protection Act 1998, the Freedom of Information Act 2000 and the Environmental Information Regulations 2004.

The Information Commissioner can consider complaints about any aspect of the way in which requests for information have been handled. Please note: the Information Commissioner would be unlikely to consider your complaint if you have not first requested an internal review.

You can write to the Information Commissioner at:

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

Yours faithfully

VOSA Information Access