

ND ref. FOI/17/176

**Freedom of Information**

Thank you for your 02/08/17 request for the following information:

*Please can you help me with the following FOI request;*

*1 (if applicable) Please can you provide me with a copy of the current statement of car parking charges for staff? If such a document doesn't exist, please can you tell me how much you charge (hourly rate) for staff working at your hospital(s)*

Answer: This information is provided in the Trust's Car Parking Policy and Procedure which can be found on the Trust's website here: <http://www.northdevonhealth.nhs.uk/2017/01/car-parking-policy-procedure/>.

*2 What are the wages and job titles of your five highest paid members of staff?*

Answer: Please see table below:

Wage	Job title
£223,180	Medical Staff
£220,509	Medical Staff
£216,727	Medical Staff
£207,581	Medical Staff
£207,300	Medical Staff

The Trust is likely to be in breach of the Data Protection Act 1998 should it release staff job titles subsequently allowing staff identification. The Trust as an employer has a duty to maintain staff confidentiality.

The disclosure of job titles and consequently staff identities would breach the first data protection principle and fail to meet any of the relevant conditions set out in Schedule 2 of the Data Protection Act 1998. The First Principle in the DPA requires that disclosure must be fair and lawful, and, in particular, personal data shall not be processed unless at least one of the conditions in Schedule 2 is satisfied. The staff concerned would not have expected this information to be disclosed in the public domain and so disclosure would not be "fair" in the manner contemplated by the DPA. Furthermore, disclosure would not satisfy any of the conditions for data processing set out in Schedule 2 of the DPA. In particular, we do not consider that there is a legitimate interest in disclosure in this case. There is no public interest in making information about our staff available in this way contrary to what would have been their legitimate expectation at the time the information was gathered.

The Trust therefore applies an exemption under Section 40(2) - Personal Information of the Freedom of Information Act 2000 and section 10 of the Data Protection Act 1998.

*3 How much money has the trust spent on public relations and marketing (including staff costs) in the past two financial years (15/16 and 16/17). (If this information is easy to obtain please include – if this will take my combined request over the cost/time limit, please do not process this part of the request)*

Answer: The cost of the Communications and Marketing Service covering public relations and marketing including staff costs; for 2015/16, was £261,000, and the cost for 2016/17 totalled £269,500.