

FOI number: **HBC_FOI_20200185**
Date FOI Received: **25/02/2020**
Department: **Information Digital Services**
Title: **ICT Departmental structure**
Description: **Structure by name of post and Salary Data for the ICT/Technology Departments.**

Request: (As Redacted sent by requestor)

Please Provide Department structure by name of post and Salary Data for the ICT/Technology Departments.

Please provide the information in the form of either a word document/PDF/spreadsheet or laid out in a structure chart with post title and salary data with applicable banding ranges if relevant to the role.

Response: (Response as Redacted sent by service)

Please find our response below:

IDS Department Structure:

| |
|--|
| Head of Finance & Business Services |
| IS Apprentice x 2 |
| IDS Manager |
| Infra & Tech Sec Team Leader |
| Bus Systems & Project Team Lead |
| Infrastructure Support Officer |
| Business System & Projects Officer x 2 |
| Service Support Technician x 2 |
| Infrastructure Support Tech x 2 |
| Service Desk Support Co-ordinator |

Hertsmere Borough Council as part of its publication policy publishes the salary details of senior officers. Junior officers' salary details are not published and they have a reasonable expectation that this type of personal data would not be published in their case. Senior officer salaries are included in our Pay Policy Statement which can be accessed via this link [Pay Policy Statement](#)

A disclosure of a job description or title cross referenced to the council's pay scale could enable an individual member of staff to be identified as a recipient of pay within that scale. This would be contrary to their reasonable expectation that their salary is confidential personal information.

Disclosure of employee's personal financial data where they have an expectation that it would remain confidential would contravene the data protection principle at art 5 (1) (a) GDPR in that the data would not be processed fairly and transparently. Accordingly, council

relies on the exemption contained in Section 40 (2) Freedom of Information Act 2000 to refuse this request.

Any public interest in the dissemination of junior local government officers' personal salary data is outweighed by the public interest in upholding their reasonable expectations that such data should be processed fairly in accordance with data protection principles.

If you have any queries about the processing of your request then please do not hesitate to contact me. Further information explaining the Council's process for responding to information requests together with a complaints/appeals procedure is available in our reception or via our website at: [Comments, Complaints and Compliments](#)

The Information Commissioner oversees the application of the Freedom of Information Act. You may contact the Information Commissioner at:

Information Commissioners Office

Wycliffe House, Water Lane

Wilmslow

Cheshire SK9 5AF

Telephone: 01625 545700

Website: www.informationcommissioner.gov.uk

Please include the above reference number on all correspondence related to this request.

Thank you for your request.

Kind regards
Information Services