

Disclosure of salary, pension and compensation information for 2007 – 08 EPN 210

Disclosure of Compensation: a note to those reported on in remuneration reports in annual reports and accounts

Every year the Cabinet Office provides guidance to departments on what information they should include in their remuneration report in their annual accounts. The remuneration report includes statements on remuneration policy, service contracts and salary and pension entitlements of senior management (i.e. Board level employees). It has not, up to now, included compensation payments made on loss of office.

This year, following discussions with the Treasury, Cabinet Office wrote to Permanent Secretaries about extending the disclosure requirement to include any compensation paid to senior management under the Civil Service Compensation Scheme. Full disclosure of compensation is in line with best practice in the private sector and with what FRAB have been calling on government to do for some time. It will also provide more openness and transparency.

If compensation is paid to you, your department will provide you with details of what they propose to publish and invite you to correct any factual errors. You have a right to object – as you do currently to disclosure of pension and salary information - under section 10 of the Data Protection Act 1998 if you can establish that publication will prejudice your rights, freedoms or legitimate interests or that it would or be likely to cause unwarranted substantial damage or distress to yourself or another.

However, please be aware that any decision by your employer not to disclose information may be challenged under the Freedom of Information Act.

We would encourage all of you who are covered by the disclosure requirements to allow the disclosure of compensation payments.

If you would like to discuss this issue in more detail please contact your HR department.