

Q & A : EPN210

Q. Who is covered by the new compensation disclosure arrangements?

A. Senior management (i.e. Board members) who are reported in your departmental remuneration report who leave employment with compensation for loss of office.

Q. Do you need permission to disclose compensation information?

A. No, but you must show the individual exactly what you plan to disclose. If a member wishes to refuse disclosure they must do so under section 10 of the Data Protection Act 1998.

Q. Should we disclose information in compromise agreements?

A. The member in question will have to give their permission to disclosure. Furthermore as most compromise agreements contain confidentiality clauses it will be necessary to seek legal advice. At present each compromise agreement will need to be decided on a case by case basis.

Q. What about disclosing salary and pension information of senior management?

A. There is no change to the arrangements for disclosing salary or pension information, and you do not need the individual's consent to do so. However, an individual can still argue for non disclosure under the Data Protection Act (see para 7.2.26 of the FReM). You should take legal advice where an individual refuses permission.

Q. We are currently running calculations for the current disclosure exercise and have a case where a member is subject to a pension debit. Do we disclose the pension figures before the debit has been applied or do we use the post debit figures provided on the 'Re-valued Pension Debit' print?

A. If the pension share took effect after the financial year being reported, then you disclose the full pension figure before the debit is applied. If it has taken place during the financial year being reported you would need to get the member's approval to disclose the figure as the accounts would need to refer to the reason for the change.

Q. If a member is single should we include post retirement widows pension details for Classic members and spouse's pension details for premium?

A. You should incorporate the full widow's pension figure used not the post retirement widows pension.

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Q. A Board member was overpaid an allowance which resulted in his gross salary figure being higher than it should have been. The guidance notes for the Remuneration report state that we should show gross salary received. However this would show an incorrect and inflated figure which may be open to question.

A. You should report the actual salary paid and then mention in a footnote that an overpayment has occurred and the amount which is to be recovered.