

Ref : FOI2024- 034

08 July 2024

Dear [REDACTED]

Further to our previous correspondence regarding your request for the following information:

I understand the grade for a personal assistant is generally B1. Therefore, can you provide:

The current salaries and duration of employment with yourselves please for each of these employees.

Alternatively, may I have

The lowest salary and the individuals duration of employment, and the highest salary with the duration of the individuals employment with yourselves.

Plus the total number of personal assistants employed by AWE in a B1 grade. One average figure won't give me enough to report on.

If you are able to provide information on age ranges and whether any are male or LGBTQ that would be great.

Your request has been handled as a request for information under the Freedom of Information Act 2000 (the Act).

A search for the requested information within the AWE Nuclear Security Technologies (AWE NST) has now been completed, and we can confirm that information in scope of your request is held.

We are able to disclose the following information:

The total number of B1 personal assistants employed by AWE is 23 and the salaries range from £28,000 to £41,135 and they are all women aged 20-70.

Some of the information you have requested is exempt from disclosure under section 40(2) and 40(3A) of the Act. Section 40(2) has been applied to the part of your request relating to the length of service of the employees within the lowest and highest salary bands, the ages and the sexual orientation of the cohort. The categories of data requested have been withheld because they are likely to lead to the identification of those individuals; disclosure of this information would be in breach of our statutory obligations under the UK General Data Protection Regulation and/or the Data Protection Act 2018.

Section 40(3A) of the Act has been applied to the request as disclosure would contravene the principles of the UK GDPR.

AWE NST are obliged to comply with the Data Protection Act 2018 and UK GDPR and as such are prohibited from disclosing personal data to third parties where doing so would contravene the data protection principles

set out in the UK GDPR. Sections 40(2) and 40(3A) are absolute exemptions and as such does not require a Public Interest Test (PIT) to be carried out.

Sections 40(2) and 40(3A) require AWE to conduct a balancing exercise to consider the balance of rights and interests of individuals against the legitimate interests in disclosure; this is not the same as carrying out the public interest test associated with certain other exemptions in the Act. The balancing exercise is carried out in order to decide whether the absolute exemption in sections 40(2) and 40(3A) are engaged. In particular, there is no assumption of disclosure in the legitimate interests test, as there is with qualified exemptions. The outcome of the balancing exercise lay in withholding the number of employees falling within this category for this request.

Please remember to quote the reference number above in any future communications. If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you are unhappy with the way your request has been handled you have a right to request an internal review within 40 days of receiving this letter, by writing to information.requests@awe.co.uk or our postal address: Information Requests Team, AWE Aldermaston, Reading, RG7 4PR. If you are still unhappy after an internal review has been completed, under the provisions of Section 50 of the Freedom of Information Act 2000 you have the right to take your complaint to the Information Commissioner's Office. Please note the Commissioner will generally not consider a complaint until you have exhausted AWE's internal complaints process.

Yours sincerely,

AWE Information Requests Team