

FOI number: **HBC_FOI_20200180**
Date FOI Received: **25/02/2020**
Department: **Human Resources**
Title: **Waste, recycling and housing pay grades**
Description: **Roles and pay for waste, recycling and housing staff.**

Request: (As Redacted sent by requestor)

I am writing to request your assistance relating to the various rates of pay for a research project - "Developing Subnational Purchasing Power Parities for the United Kingdom" – undertaken at <REDACTED> University (and part funded with a grant from the ONS).

Specifically, please could you provide the all job roles/titles and the salary associated with each role for employees working in the waste & recycling services and the housing sector. Alongside this please can you provide the headcount per job role/title.

Response: (Response as Redacted sent by service)

Please find our response below:

Housing job titles and headcount

Housing Options Manager
Homeless Prevention Officer x 3
Housing Options Officer x3
Housing Operations Manager
Housing Options Officer
Housing Strategy Manager
Assistant Housing Options Officer
Temporary Accommodation Team Leader
Homelessness Prevention Team Leader
Private Sector Housing Technical Officer
Temporary Accommodation Liaison Officer
Housing Initiatives Lead
Homeless Prevention Officer
Tenancy Sustainment Officer
Private Sector Housing Coordinator

Cleansing job titles and headcount

Drive/Load / St Sweep Drive B x 5
Street Cleansing Loader (D) X 5
Driver/Loader 3.5t (C+) X 3
HGV Driver Loader (A) X 3

Waste Services job titles and headcount

Head of Environmental Services
HGV Driver Loader (A) X 13
Refuse/Recycling Loader (C) X 26
Administrative Assistant X 2
Senior Operations Officer
Commercial Waste Administrator
Area Street Care Officer X 3
Operations Co-ordinator
Charge Hand
Recycling & Env Sustain Officer
Senior Env Health Technician
Area Parks and Street Care Officer
Street Scene Manager
Assistant Charge Hand
Administration Officer

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officers' salary details are not published and they have a reasonable expectation that this type of personal data would not be published in their case.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