

Network Rail
Freedom of Information
The Quadrant
Elder Gate
Milton Keynes
MK9 1EN

T 01908 782405
E FOI@networkrail.co.uk

[REDACTED]

17th July 2018

Dear [REDACTED],

Information request
Reference number: FOI201800775

Thank you for your email of 18th June 2018, in which you requested the following information:

"I request the following information..."

Over the last 12 months: Redeployment outcomes for disabled employees compared to non-disabled

Number and % disabled employees

- a. successfully redeployed/transferred from existing to new role*
- b. ill-health severance following suitability assessment*
- c. ill-health severance following unsuccessful trial of alternate role*

Number and % disabled Signallers - all regions

- a. successfully redeployed/transferred from existing to new role*
- b. ill-health severance following suitability assessment*
- c. ill-health severance following unsuccessful trial of alternate role*
- d. regarded as Stood Off*

Number and % disabled Signallers - LNW only

- a. successfully redeployed/transferred from existing to new role*
- b. ill-health severance following suitability assessment*
- c. ill-health severance following unsuccessful trial of alternate role*
- d. regarded as Stood Off*

Number and % non-disabled employees

- a. *successfully redeployed/transferred from existing to new role*
- b. *redundant following suitability assessment*
- c. *redundant following unsuccessful trial of alternate role*

Number and % non-disabled Signallers - all regions

- a. *successfully redeployed/transferred from existing to new role*
- b. *redundant following end of Stood Off*
- c. *redundant following unsuccessful trial of alternate role*
- d. *regarded as Stood Off*

Number and % non-disabled Signallers – LNW only

- a. *successfully redeployed/transferred from existing to new role*
- b. *redundant following end of Stood Off*
- c. *redundant following unsuccessful trial of alternate role*
- d. *regarded as Stood Off*

I have processed your request under the terms of the Freedom of Information Act 2000 (FOIA) and I can confirm that we hold some of the information you requested.

I have consulted with our human resources specialists and they have confirmed that Network Rail only holds the data for ‘part a’ for each of the questions listed in your request, we do not hold the data as described in your request for parts b-d.

Please find below a table in answer to your request, which contains the redeployment information that you have asked for relating to all “disabled” and “non-disabled” employees at Network Rail.

All		
Disability Declared	Redeployment No.	Redeployment %
No	69	37.91%
Not Declared	99	54.40%
Prefer not	4	2.20%
Yes	10	5.49%
Grand Total	182	100.00%

In regards to the redeployment data for all signallers across Network Rail and for signallers employed solely on the LNW route, we do hold this information but it is exempt from disclosure under section 40(2) of FOIA. If we were to disclose the information, there is a risk that individuals may be identified, due to the small number of people which fall into this category. To explain, this is because the figures in question relate to five or fewer individuals in particular categories.

Section 40(2) of FOIA allows us to withhold information if it constitutes the personal information of identifiable individuals, and its disclosure would contravene one or more of the data protection principles of the Data Protection Act 2018.

The first data protection principle states that personal information must be handled fairly and lawfully. In our view disclosure of the withheld information would be unfair to the individuals concerned; where such small numbers are involved, the individuals would not reasonably have expected that such information would be disclosed. It is also important that the posts mentioned are not public-facing and are relatively junior within Network Rail's banding structure.

There is a legitimate interest in how Network Rail manages the redeployment of its employees including those with disabilities however; I consider that this interest is met by the disclosure of the rest of the requested information in this case.

I hope you find this information useful. Please contact me in the first instance if you have any queries on foi@networkrail.co.uk or on 01908 782405. Details of your appeal rights are below.

Please remember to quote the reference number at the top of this letter in all future communications.

Yours sincerely,

Catherine Leach

Senior Information Officer
Freedom of Information Team
Network Rail

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Appeal Rights

If you are unhappy with the way your request has been handled and wish to make a complaint or request a review of our decision, please write to the Head of FOI at Network Rail, Freedom of Information, The Quadrant, Elder Gate, Milton Keynes, MK9 1EN, or by email at foi@networkrail.co.uk. Your request must be submitted within 40 working days of receipt of this letter.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF