



[REDACTED]
[REDACTED]

Date
19 September 2024

Post Office
100 Wood Street
London EC2V 9ER

Your Ref:

Classification:
Public

Dear [REDACTED],

Freedom of Information Request – FOI2024/01205

We are writing in response to your email received by Post Office Limited (“**Post Office**”) on 28 August 2024, which has been dealt with under the terms of the Freedom of Information Act 2000 (“**FOIA**”).

In your email you have requested the information shown verbatim in bold below:

“Would I be able to request please the salary minimum and salary maximum for all 3a grades please under [REDACTED].”

We can confirm that Post Office does hold the information you have requested.

However, the specific data you have requested will impact a number of employees and is therefore being withheld under sections 40(2) and 40(3A) of the FOIA as the information constitutes personal data relating to other persons. These sections exempt personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would breach any of the Data Protection principles in Article 5(1) of the UK General Data Protection Regulation (GDPR).

There is a strong public interest in withholding the information as it would be likely, if disclosed, to prejudice the first data protection principle, which provides that personal data must be processed lawfully, fairly, and in a transparent manner. Disclosure would not constitute 'fair' processing of personal data as disclosure of all 3a employee's salary information or the minimum and maximum of the amounts of

the salaries of actual 3a grades in a particular area would not be 'fair'; if the information relates, to members of staff who would not ordinarily expect this level of detail to be provided in the public domain.

If you are dissatisfied with the handling of this response, you do have a right to request an internal review. You can do this by writing to the address above within 40 working days of receipt of this response stating your reasons for your internal review request or alternatively, by emailing information.rights@postoffice.co.uk.

If, having requested an internal review by Post Office, you are still not satisfied with our response you also have a right of appeal to the Information Commissioner at:

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

Telephone: 0303 123 1113
www.ico.org.uk/foicomplaints

Yours sincerely,

Information Rights Team
information.rights@postoffice.co.uk
<https://corporate.postoffice.co.uk/en/governance/access-to-information/access-to-information/>

Post Office Limited is committed to protecting your privacy, information about how we do this can be found on our website at www.postoffice.co.uk/privacy