



**INVESTIGATING AND DISCIPLINARY COMMITTEE  
14TH DECEMBER 2015**

**PUBLIC INTEREST TEST – EXEMPTION FROM DISCLOSURE OF DOCUMENTS  
SCHEDULE 12A LOCAL GOVERNMENT ACT 1972**

**SUBJECT: TO CONSIDER REFERRAL(S) UNDER CAERPHILLY COUNTY  
BOROUGH COUNCIL DISCIPLINARY PROCEDURE FOR STATUTORY  
OFFICERS**

**REPORT BY: PRINCIPAL SOLICITOR**

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I have considered grounds for exemption of information to be presented to the Committee and make the following recommendations to the Proper Officer:-

**EXEMPTIONS APPLYING TO THE REPORT:**

Information relating to a particular individual(s) (para 12).

**FACTORS IN FAVOUR OF DISCLOSURE:**

There is a public interest in the way in which the Council deals with staffing issues.

**PREJUDICE WHICH WOULD RESULT IF THE INFORMATION WERE DISCLOSED:**

Detailed information will be provided regarding personal information which affects a particular individual/s and the affairs of that individual/s.

**MY VIEW ON THE PUBLIC INTEREST TEST IS AS FOLLOWS:**

That paragraph 12 should apply. My view on the Public Interest Test is that whilst there is a need to ensure transparency and accountability of a Public Authority for decisions taken in relation to staffing issues, this must be balanced against the fact that these matters have not yet been concluded at this stage the reasonable expectation of an individual that personal information will remain private outweigh the need for the information to be made public.

The information is not affected by any other statutory provision, which requires the information to be publicly registered. The information contains personal data of staff members which is protected by the Data Protection Act 1998.

On that basis I feel that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.

**RECOMMENDED DECISION ON EXEMPTION FROM DISCLOSURE:**

On that basis I feel that the public interest in maintaining the exemption outweighs the public interest in disclosing the information, and that the report should be exempt.

Date: 8 December 2015  
Signed:   
Post: Principal Solicitor  
Bethan Manners

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I accept/do not accept recommendation made above.

Signed:   
Proper Officer  
Date: 8/12/15