



Information Governance Team

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22 January 2026

Dear Sir/Madam

**Freedom of Information Act 2000 (FOIA)
Request ID: FOI784728190**

Thank you for your request for information relating to Exit packages.

You have requested the following information:

1. For each financial year from 2018/19 to 2024/25 inclusive, please provide:

- a) **The total cost of employee exit packages.**
- b) **A breakdown of that total into:**
 - i) **Redundancy payments**
 - ii) **Voluntary severance payments**
 - iii) **Discretionary or ex gratia payments**
 - iv) **Employer pension strain costs or additional pension contributions arising from early retirement or redundancy**

2. For each of the same financial years, please state:

- a) **The number of employees who received an exit package.**
- b) **The average exit package value.**
- c) **The highest single exit package value paid in each year.**

3. Senior staff:

- a) **For each year, the number of employees at senior management level (defined as Chief Officer, Director, Assistant Director, or equivalent) who received an exit package.**
- b) **The total cost of exit packages for these senior staff.**
- c) **The average exit package value for senior staff in each year.**

In response to Questions 1 to 3, the information you requested falls under the exemption(s) in Section 21 of the Freedom of Information Act 2000, which relates to 'information reasonably accessible to the applicant by other means.'

The exemption applies as the information is published and publicly available to view by accessing the Council website, please use the following link (Statement of Accounts):

https://www.coventry.gov.uk/budgets_spending/statement_accounts

For all financial years from 2018/19 to 2024/25, the Council's Statements of Accounts include a dedicated disclosure: Officers' Remuneration (including exit packages).

This note is consistent year-on-year and includes:

- total exit package costs,
- the number of exit packages,
- exit packages disclosed by cost band,
- and specific disclosures relating to senior officers.

4. Pension costs:

a) The proportion of total exit package costs in each year attributable specifically to pension strain or additional pension costs.

In response to Question 4, please refer to The Statement of Accounts (link provided above as per Section 21 of the Act).

Pension strain and additional pension costs arising from early retirement or redundancy are included within the exit package disclosures in Note 3.31. The Statements of Accounts present this information at a level of aggregation considered appropriate and material for statutory reporting.

While individual exit packages may include multiple elements, the Council does not routinely prepare a separate analytical split of pension strain as a percentage of total exit package costs beyond what is disclosed in the accounts – we are therefore advising as per Section 1(1) that this information is not held. Any further disaggregation would therefore involve additional analysis rather than disclosure of a pre existing, standalone report.

b) Confirmation of whether these pension costs were funded from:

i) Revenue budgets

ii) Reserves

iii) Capitalisation directions

iv) Any other funding source (please specify)

In response to Question 5b, there is no single document that retrospectively tracks the funding source of pension strain costs year by year outside the published accounts. We therefore advise as per Section 1(1) of the Act that this information is not held.

5. Governance:

a) Copies of any internal reports, committee papers, or briefing notes presented to Cabinet, Council, or relevant committees since 2018/19 that discuss:

i) Exit package costs

ii) Pension strain liabilities

iii) Measures taken to control or reduce these costs

Clarification provided to confirm Question 5 by “internal reports” - this is referring to formal documents prepared for decision-making or oversight, including but not limited to:

- **Cabinet reports**
- **Council or committee papers**
- **Briefing notes or reports submitted to senior management teams**

The timeframe of interest is 2018/19 to 2024/25 inclusive, and there is no restriction to a specific service area. Any such documents held by the Council that address exit package costs, pension strain liabilities, or measures taken to control or reduce these costs would be in scope.

The information you requested falls under the exemption(s) in Section 21 of the Freedom of Information Act 2000, which relates to ‘information reasonably accessible to the applicant by other means.’

The exemption applies as the information is published and publicly available to view by accessing the Council website.

Committee papers and formal reports to Cabinet, Council and committees that reference exit packages or related workforce matters form part of the Council's published governance and decision-making framework which are already available on the Council's website.

Please use this link:

<https://edemocracy.coventry.gov.uk/uuCoverPage.aspx?bcr 1>

The supply of information in response to a FOI/EIR request does not confer an automatic right to re use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email icocasework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours faithfully

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