

Ref: FOI / 6420

18 June 2026

Email:

Dear

Freedom of Information Act 2000 Request - NDAs

I refer to your FOI request and respond as follows:

Can DCSDC tell me, what were the exact reasons that necessitated the signing of 18 NDAs?

Whilst not called or termed a "non disclosure agreement", we have included in our response conciliation agreements entered into between employees and the Council. These have been agreed and executed through the Conciliation Services of the Labour Relations Agency. These conciliation agreements contain agreed terms including confidentiality provisions that reflect best practice standards.

Why would a current employee sign an NDA?

As indicated above, the non-disclosure provision is standard in agreements agreed and executed through the LRA and reflect best practice standards

Were there any costs associated with the signing of these 18 NDAs (for former and current employees)? That would include the legal costs of drawing up the NDAs, payments made to the person signing the NDA and any other associated cost.

Most of the cost associated with the drawing up of the Conciliation agreements are covered by the Council's Employment Insurance cover. Details of the payments involved are set out in the table below which figures include statutory and contractual payments.

Derry

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98 Strand Road
Derry
BT48 7NN

Strabane

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47 Derry Road
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f Derry City & Strabane District Council
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Please break that down to show the cost of each of the individual NDAs that were signed? (so I can see if there was a difference between them).

Due to the risk of identification of individual employees which would breach data protection obligations we cannot provide information on the individual payments, but a table has been provided outlining the range of these payments. It is important to note that the higher payments are mostly made up of contractual payments.

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Amount	Number of Employees
0 - £1,000	6
£3,000 - £5,000	4
£7,000 - £12,000	6
£20,000 - £65,000	2

If you are dissatisfied with our response, you have rights of review and appeal; these rights consist of two review processes.

Firstly our internal review procedure is available by contacting:

John Kelpie
Chief Executive
Derry City and Strabane District Council
98 Strand Road
Derry BT48 7NN
Tel: 028 71253253 or email john.kelpie@derrystrabane.com

Secondly, you can appeal directly by contacting the Information Commissioner at:

Information Commissioner
Wycliffe House
Water Lane
Wilmslow
CHESHIRE SK9 5AF
Tel: 0303 123 1113 (local rate) or email: casework@ico.org.uk

I would advise however, the Information Commissioner has indicated that a review will not be undertaken unless the Council has first had an opportunity to re-consider its decision.

Yours sincerely

Paula Donnelly
Lead HR Officer