



Llywodraeth Cymru
Welsh Government

Our ref: ATISN 12124

Date: 23 March 2018

Dear ,

Request for Information – ATISN reference 12124 – sackings on the basis of an author disowned report

Thank you for your request which was received by the Welsh Government on 25 February 2018. You stated and provided context to your question, as follows:

My question refers to the sorry topic of staff sackings following adverse Performance Appraisal Reports (PARs).

In Northern Ireland, such sackings proceed despite the PAR in question being described as indefensible by the person who has signed it, and despite the PAR in question showing unexplained signs of tampering. Requests for forensic testing of such a PAR is not permitted and all communication, not just on the PAR in question, but on all issues relating to this PAR is, in perpetuity, banned.

Investors (in e.g. the much troubled Capita) automatically assume that similar ethical standards apply through the UK and I would like to be in a position to assure Capita that this is not the case. Your help, in clarifying whether or not author disowned reports stand in Wales, and whether or not forensic testing of disowned reports is permitted, would be greatly appreciated.

I can confirm the Welsh Government has had no cases involving the tampering of Performance Management Review forms.

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ



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Central Departments-FOI/DPgov.wales
Gwefan • website: www.cymru.gov.uk

or

Email: FreedomOfInformationOfficer@wales.gsi.gov.uk

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

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

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely