



Ref: FOIA Reference 2021/22-191

Date: 19<sup>th</sup> July 2021

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear

I am writing to acknowledge receipt of your email dated 29<sup>th</sup> June 2021 requesting information under the Freedom of Information Act (2000) regarding Employment tribunal claims - settlement agreements.

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

**Q1 I am making a Freedom of Information request for the following:**

- **The number of settlement agreements (formerly known as compromise agreements) entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21**
- **The value of settlement agreements entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21**
- **If possible, the number of settlement agreements entered into with staff which related to employment tribunal claims for each of the following financial years: 2018-19, 2019-20, 2020-21**
- **If possible, the value of settlement agreements entered into with staff which related to employment tribunal claims for each of the following financial years: 2018-19, 2019-20, 2020-21**
- **If possible the number of settlement agreements including a non-disclosure agreement or clause entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21**
- **If possible, the value of settlement agreements including a non-disclosure agreement or clause entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21**

**Request you to kindly fill your response in the attached excel file. Also request you to kindly acknowledge this request**

**A1 Please see below:**

- 2018/17 = 1 Settlement Agreement with value of £4766.00 net
- 2019/20 = 1 Settlement Agreement with value of £12,917 gross
- 2020/21 = 1 Settlement Agreement with value of £1805.09 gross

None of the above involved ET claims. We do not use non – disclosure clauses in Settlement Agreements

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

***UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.***

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

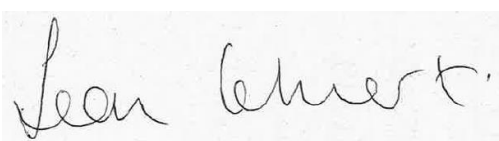
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,





University Hospitals  
of North Midlands  
NHS Trust

Jean Lehnert  
Data, Security & Protection Manager

