



Ref: FOIA Reference 2023/24-270

Date: 23rd August 2023

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 27th July 2023 requesting information under the Freedom of Information Act (2000) regarding employment tribunals.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) 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 Between 2017 and 2023 (or the latest available date), please provide yearly figures for the below:

1) The number of employment tribunal claims made by members of staff against the Trust each year.

A1 See below:

2017 = 1
2018 = 2
2019 = 2
2020 = 3
2021 = 6
2022 = 4
2023 = 3

Q2 The number of employment tribunal claims in which the Trust was the losing party.

A2 See below:

2017 = 0
2018 = 0
2019 = 0
2020 = 0
2021 = 1
2022 = 0
2023 = 1

Q3 How much the Trust has paid in compensation each year following employment tribunals?

A3 See below:

2017 = £0
2018 = £0
2019 = £0
2020 = £0
2021 = £0 [claim subject to appeal]
2022 = £0
2023 = £0 [awaiting remedy hearing]

Q4 The number of non-disclosure agreements (to also include terms such as settlement agreements, confidentiality agreements, etc.) between the Trust and members of staff each year, including full- and part-time employees, agency, interim and contracted staff.

A4 None, we do not use non-disclosure clauses

Q5 How much has been spent on non-disclosure agreements (to also include terms such as settlement agreements, confidentiality agreements, etc.) between the Trust and members of staff each year, including full- and part-time employees, agency, interim and contracted staff.

A5 None, we do not use non-disclosure clauses

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

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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.

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

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records