

Reference Number: FOIAH2324/364
From: Press/Media
Date: 05 October 2023
Subject: Public Interest Disclosure Act employment dispute costs

This request relates to employment tribunals/disputes defended by your Trust relating to claims made under the Public Interest Disclosure Act 1998 (i.e., where claimants allege to have suffered detriment, including unfair dismissal, as a result of making a 'protected disclosure' or 'public interest disclosure' or 'whistleblowing disclosure') since the start of the 2012/13 tax year.

- Q1
- a. Please state the total number of employment tribunals/disputes brought under the Public Interest Disclosure Act defended by your Trust since April 2012.
 - b. If possible, without triggering s40 of the FOIA, please provide a yearly breakdown in tax years (2012/13-2022/23) of question 1.a.

- A1
- a. Four
 - b. One for each year of 2013, 2014, 2022, 2023.

- Q2
- a. Please state the total paid out in legal fees (including legal advice) by your Trust defending employment tribunals/disputes brought under the Public Interest Disclosure Act since April 2012.
 - b. If possible, without triggering s40 of the FOIA, please provide a yearly breakdown in tax years (2012/13-2022/23) of question 2.a.

- A2
- NB disaggregated financial data not available for 2012/13 - 2015/16 (inclusive)
- 2016/17 - £143,772
2017/18 - £41,588
2018/19 - £39,872
2019/20 - £29,960
2020/21 - £3,370
2021/22 - £315
2022/23 - £8,442
2023/24 - £17,489

- Q3
- Please state the total amount spent on the individual employment tribunal/dispute brought under the Public Interest Disclosure Act defended by your Trust, which cost your Trust the highest sum in legal fees, since April 2012.

- A3
- £352,230 - 2014 to 2021

- Q4
- a. Please state the total number of employment tribunals/disputes brought under the Public Interest Disclosure Act defended by your Trust, which resulted in the use of a Non-Disclosure Agreement ('NDA' or 'confidentially clause'), since April 2012.
 - b. If possible, without triggering s40 of the FOIA, please provide a yearly breakdown in tax years (2012/13-2022/23) of question 4.a.

