

Ref: FOI/CAD/ID 3366

**Please reply to:**  
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### **Freedom of Information Act 2000**

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to NHS settlement agreements.

*1. For each of the last five financial years (11/12 – 15/16) what was the total number of employees who signed settlement agreements when they left your Trust? Please note I would like an annual breakdown for each year as opposed to one figure covering the five-year period.*

*2. For each of the last five financial years how much was paid to departing employees as part of the settlement agreements? Again, I am looking for annual breakdowns of the data.*

*The annual breakdown should include the following three elements;*

*A – The statutory amount the employee received (ie the sum to which they were legally entitled for redundancy).*

*B – The amount paid in special severance payments.*

*C The overall total of statutory and special severance payments for each of the last five financial years.*

*3 (A). For each of the past five financial years, how many of the settlement agreements signed with departing employees contained confidentiality clauses?*

*(B) Of the total number of confidentiality clauses issued during each financial year, how many came from Category 1 as defined above? Category 2? Category 3? Other?*

*4. For each of the last five financial years, how many departing NHS staff who signed a settlement agreement received an agreed reference as part of the agreement?*

*5. For each of the past five financial years, how many of the settlement agreements signed with departing employees were referred to the Treasury/Department for Health to be signed off?*

Please see the attached:

1)

2011/2012

3

2012/2013

4 + 21 under the MARS scheme

2013/2014

2 + 1 under the MARS scheme

2014/2015

4 + 1 under the MARS scheme

2015/2016

4

2)

2011/2012

a) £49,500 redundancy

b) £0

c) £49,500

2012/2013

a) £0

b) £0

c) £0

2013/2014

a) £13,940 redundancy

b) £0

c) £13,940

2014/2015

a) £46,500 redundancy

b) £0

c) £46,500

2015/2016

a) £0

b) £0

c) £0

3)

a) All settlement agreements detailed above contained confidentiality clauses.

b)

2011/2012

Category 1 – 1

Category 2 – 3

Category 3 – 1

Other - 0

2012/2013

Category 1 – 3 + 21 under MARS scheme

Category 2 – 4 + 21 under MARS scheme

Category 3 – 2 + 21 under MARS scheme

Other - 0

2013/2014

Category 1 – 1 + 1 under MARS scheme

Category 2 – 2 + 1 under MARS scheme

Category 3 – 2 + 1 under MARS scheme

Other - 0

2014/2015

Category 1 – 4 + 1 under MARS scheme

Category 2 – 4 + 1 under MARS scheme

Category 3 – 4 + 1 under MARS scheme

Other - 0

2015/2016

Category 1 – 3

Category 2 – 4

Category 3 – 3

Other - 0

4)

2011/2012

2

2012/2013

21 under MARS scheme

2013/2014

2 + 1 under MARS scheme

2014/2015

1 + 1 under MARS scheme

2015/2016

4

5)

None