

Ref: FOI/GS/ID 8540

Please reply to:
FOI Administrator
Trust Management
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25 October 2023

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 Public Interest Disclosure Act 1998 (PIDA) employment dispute costs.

You asked: All questions are shown as received by the Trust.

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.

Question 1:

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.

Question 2:

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.

Question 3:

a) 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.

Question 4:

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.

Trust response:

1

a) 1

b) 2019

2

a) £44,288.82 (noting the caveat that PIDA represented 25% of the claim)

b) 2019 – 2021 (claim arrived in 2019 and was defeated at employment tribunal in 2021)

3

a) As above

4

a) 0

b) 0