

Ref: FOI/GS/ID 8472

**Please reply to:**  
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Trust Management  
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[www.mtw.nhs.uk](http://www.mtw.nhs.uk)

08 November 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 Employment tribunal claims and costs.

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

*I am requesting information from the following financial years: 2018/19; 2019/20; 2020/21; 2021/22; 2022/23; and 2023/24 to the present day.*

*Please disclose the following:*

1. *How many employment tribunal (ET1) claims have been made against the organisation since 2018/19;  
If possible, please break this down by type (e.g., public interest disclosure, unfair dismissal, discrimination). If this breakdown takes too long to respond to the FOI then please omit it.*

2. *Of those ET1 claims, how many have been defended against by the organisation since 2018/19;  
Again, continue with a breakdown by type. If this exceeds the time limit then please omit it from the FOI request.*

3. *The outcomes from each claim (e.g., 12 were in favour of the claimant, 24 were in favour of the respondent, 53 were discontinued/settled out of court);*

4. *How much (£) has the organisation spent on defending claims since 2018/19; and  
If possible, please provide total figures based on case outcomes (e.g., £200,000 where the tribunal favoured claimant, £120,000 where the tribunal favoured respondent).*

*If this takes too much time, please provide the total figure for each financial year (e.g., £500,000 in 2018/19, £250,000 in 2019/20).*

5. *Of the cases defended, how many led to an employment tribunal ruling the organisation must pay costs to the claimant;*

*If possible, please provide figures for each individual case alongside the total. If this takes too much time, please provide the total figure for each financial year (e.g., £500,000 in 2018/19, £250,000 in 2019/20).*

*Please also break this down by case type. However, as with above, if this takes too long then please omit it from the FOI.*

*If question 5 takes too long to answer alongside questions 1-4, then please omit it from the FOI request.*

Trust response:

1. 17 cases in total.

2. 17 cases

3.

Withdrawn – 3

Ongoing – 3

Settled – 3

Claimant's case dismissed – 6

Struck out – 2

4. £393,968.13 in total. Due to the very small number of cases further more detailed information will not be released.

5. £0.00