

**Reference Number:** FOI/2019/478  
**From:** Private Individual  
**Date:** 25 November 2019  
**Subject:** Compromise agreements since April 2013

Q1 Please advise how many compromise agreements the trust has entered into since 1 April 2013

A1 Eight

Q2 Can the trust confirm that it adopted the NHS policy of inserting a clause into compromise agreements to make it clear that workers or former workers are not prevented by compromise agreements from making public interest disclosures?

A2 Yes

Q3 If so, when did the trust adopt this policy?

A3 2015

Q4 How many of the compromise agreements reached by the trust since 1 April 2013 contained a clause which made it clear that the worker or former worker in question was not prevented by the agreement from making public interest disclosures?

A4 Six

Q5 If the trust has inserted such a clause into its compromise agreements, please provide a copy of the relevant clause

A5 For the avoidance of doubt, nothing in this agreement shall prevent the Employee from making a protected disclosure under section 43B of the Employment Rights Act 1996 and/or to comply with any obligation that the Employee may have to raise concerns about patient safety and care with regulatory and investigatory bodies pursuant to her professional and ethical obligations including those obligations set out in guidance issued by regulatory bodies from time to time. Nothing in this agreement shall prevent the Trust from making such disclosure as it is required to make by law or by reason of public accountability.