

**Reference Number:** FOI202324/309  
**From:** Press/Media  
**Date:** 06 October 2023  
**Subject:** Public Interest Disclosure Act 1998 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 The Trust defended 1 case at Employment Tribunal (ET) in 2023. However, the original grounds for the ET included a claim for unfair dismissal as a result of making a protected whistleblowing disclosure, but this claim was dismissed, and the only claim heard and defended at ET was for unfair dismissal.

- 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 Not applicable, as per A1

- 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 Not applicable, as per A1

- 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 'confidentiality 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.

A4 Not applicable, as per A1