



Kent and Medway
NHS and Social Care Partnership Trust

Information Governance & Records Management Department

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Kent
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Sent via email

Dear [REDACTED]

Request for Information

I write further to your request FOI ID 50786 under the Freedom of Information Act 2000 regarding: -

Non-Disclosure Agreements and Settlement agreements

Your request is set out below:

For the period 1 April 2019 to 31 March 2025 (or as far back as records are held, if full data for this period is not available):

1. Total number of Non-Disclosure Agreements (NDAs) — also referred to as confidentiality clauses or settlement terms within COT3 agreements or other settlement agreements, entered into with current or former staff members by your organisation.

5

2. Of those NDAs, please provide a breakdown of how many were associated with settlement agreements relating to:

- a. Complaints of bullying or harassment

1

- b. Complaints of discrimination (related to any protected characteristic under the Equality Act 2010)

1

- c. Whistleblowing or the raising of protected disclosures

0

- d. Other reasons (please specify if available)

Hybrid working

We are proud to be smoke free

Trust Chair – Dr Jackie Craissati
Chief Executive – Sheila Stenson

Ill health

Contractual relationship breakdown

3. Total amount of money paid out under all settlement agreements or COT3s that included an NDA during this period.

£197,566.80 – please note all payments includes contractual and non-contractual pay i.e. notice pay and accrued annual leave pay

4. The highest individual settlement amount paid out under a settlement agreement or COT3 that included an NDA during this period.

£72,479.74

5. If available, please also provide:

- a. A breakdown by staff group or job role (e.g. nursing, medical, administrative, etc.)

2 Medical

1 Nursing

2 Administrative

- b. A breakdown by department or service area

3 Clinical

2 Support services

- c. A breakdown by type of complaint (if not already provided above)

N/A

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely

On Behalf of
The Information Governance Department