

Sent via email

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Dear [REDACTED]

### Request for Information

I write further to your request FOI ID 1366 under the Freedom of Information Act 2000 regarding:-

Employment Tribunal & Non-Disclosure Orders

Your request is set out below:

- 1) The number of employment tribunal claims made by members of staff against the trust each year.

| Year | Claims |
|------|--------|
| 2017 | 2      |
| 2018 | 4      |
| 2019 | 2      |
| 2020 | 2      |
| 2021 | 2      |
| 2022 | 2      |
| 2023 | 1      |

- 2) The number of employment tribunal claims in which the trust was the losing party.

| Year | Claims            |
|------|-------------------|
| 2017 | 1                 |
| 2018 | 0                 |
| 2019 | Not yet concluded |
| 2020 | 0                 |
| 2021 | Not yet concluded |
| 2022 | Not yet concluded |
| 2023 | Not yet concluded |

- 3) How much the trust has paid in compensation each year following employment tribunals.

| Year | Cost    |
|------|---------|
| 2017 | £15,000 |
| 2018 | 0       |
| 2019 | 0       |
| 2020 | 0       |
| 2021 | 0       |
| 2022 | 0       |
| 2023 | 0       |

- 4) The number of non-disclosure agreements (to also include terms such as settlement agreements, confidentiality agreements, etc.) between the trust and members of staff each year, including full- and part-time employees, agency, interim and contracted staff.

**In line with NHS requirements, KMPT do not enter into non-disclosure agreements. Therefore, the below data relates to settlement agreements only.**

| Year | Settlement Agreements |
|------|-----------------------|
| 2017 | 1                     |
| 2018 | 1                     |
| 2019 | 1                     |
| 2020 | 0                     |
| 2021 | 0                     |
| 2022 | 1                     |
| 2023 | 3                     |

- 5) How much has been spent on non-disclosure agreements (to also include terms such as settlement agreements, confidentiality agreements, etc.) between the trust and members of staff each year, including full- and part-time employees, agency, interim and contracted staff.

**In line with NHS requirements, KMPT do not enter into non-disclosure agreements. Therefore, the below data relates to settlement agreements only.**

**All staff have received contractual salary and benefits only**

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