



Kent and Medway

NHS and Social Care Partnership Trust

Information Governance & Records Management Department

St Michaels House

St Michaels Road

Sittingbourne

Kent

ME10 3DW

Tel: 01795 514525

Sent via email

Email: kmpt.inforaccess@nhs.net

Website: www.kmpt.nhs.uk

Dear [REDACTED],

Request for Information

I write further to your request FOI ID 39616 under the Freedom of Information Act 2000 regarding:-

Employment tribunals

Your request is set out below:

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:

Due to the low numbers involved in the response to your request I would like to confirm that we are unable to release the breakdown of information within the questions. We are not obliged, under section 40 (2) FOIA to provide information that is personal information of another person if releasing would contravene any of the provisions of the Data Protection Act 2018. In this instance we believe that the figures are significantly low enough that identification of those involved could be made, and would therefore contravene the first Data Protection principle, therefore section 40 (2) is engaged. The terms of this exemption in the freedom of information act mean that we do not have to consider whether or not it would be in the public interest for you to have the information

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.

12 claims have been made since 2018/19.

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.

We are proud to be smoke free

Trust Chair – Dr Jackie Craissati
Chief Executive – Helen Greatorex

2 claims have been defended by the organisation.

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);

8 claims were withdrawn by the claimant, 2 claims dismissed by the judge and 2 are ongoing.

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).

Year	Spend
2018	Not known*
2019	£13,652
2020	£24,348
2021	£8,163
2022	£14,002
2023	£19,881

***KMPT only began to record legal spend broken down by area of law in 2019. Therefore, we do not have this data recorded for 2018.**

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).

None

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