

Freedom of Information Act Request

Under the Freedom of Information Act, I would like to request the following information:

I would like information on **employment tribunal (ET1) claims involving nursing staff** at your organisation.

Please answer the following 4 questions under the Freedom of Information Act and see example answers as a guide.

For each financial year between 2020 and 2025 (or the latest available date), please provide yearly figures for the below:

1. The number of employment tribunal claims brought by nurses, trainee nurses and nursing associates against the trust. [example answer: 2020 – 0, 2021 – 2, 2022 – 0, 2023 – 1, 2024 – 1]

0

2. The outcome from each claim [E.g. withdrawn, won, lost- e.g: In 2020, 1 was in favour of the claimant, 2 were in favour of the respondent, 1 was discontinued/settled out of court]

N/A

3. How many cases each year led to an employment tribunal ruling the organisation must pay costs to the claimant, and how much was paid [example answer: 2020 – 1 case, £0 paid; 2021 – 2 cases, £12,000 paid; 2022 – 3 cases, £0 paid; 2023 – 0 cases, £0 paid, 2024 – 3 cases, £0 paid]

N/A

4. If possible, please break down each claim by type [e.g. public interest disclosure, unfair dismissal, discrimination]

N/A

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to d.wraith@nhs.net.

If you remain dissatisfied after the internal review, you have the right to appeal to the

Our Ref: 196

March 2025

Information Commissioner's Office (ICO). The ICO can be contacted at:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Tel: 0303 123 1113

Website: <https://ico.org.uk/make-a-complaint/>