

Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department
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Ref: FOI/2023/9090

Date Received: 27/07/2023

Response Due: 24/08/2023

Date: 21/08/2023

Dear Sir/Madam

You asked:

Between 2017 and 2023 (or the latest available date), please provide yearly figures for the below:

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

Year (financial year)	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24 so far
ET Claims	<5	<5	<5	<5	0	<5	0

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

<5.

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

Year (financial year)	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24 so far
Compensation	0	0	0	0	0	£7,108	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.**

Year (financial year)	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24 so far
No. of Settlement agreements	14	18	8	<5	<5	<5	0

Please note that the majority of these NDAs relate to the Mutually Agreed Severance Scheme (MASS).

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.

Financial year	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24 so far
Total value of settlement agreements	£190,124	£95,147	£246,557	£5,000	£2,322	£7,108	0

Please note that the majority of these NDAs relate to the Mutually Agreed Severance Scheme (MASS).

Refusal Notice: Sec 40(2) Personal Information

The Trust has a policy of not releasing information when the data involved is less than 5. This is because we feel that such low numbers could make the individuals involved identifiable and therefore may cause undue harm and distress.

To disclose this information would:

- a) Contravene the Data Protection Act principles in that it would amount to unfair and possibly unlawful processing, as there was a legitimate expectation by the third parties that this information would remain confidential, and
- b) Disclosure may cause damage or distress to the individual(s) involved, and that damage or distress would be unwarranted (section 10 of the DPA).

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Juliette Tait
Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111