



Ref: FOIA Reference 2023/24-435

Date: 12<sup>th</sup> October 2023

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear

I am writing to acknowledge receipt of your email dated 6th October 2023 requesting information under the Freedom of Information Act (2000) regarding PIDA employment dispute costs

On 6<sup>th</sup> October you emailed UHNM with an amendment to your request -4b

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

**Q1 This request relates to employment tribunals/disputes defended by your Trust relating to claims made under the Public Interest Disclosure Act 1998 (i.e., where claimants allege to have suffered detriment, including unfair dismissal, as a result of making a 'protected disclosure' or 'public interest disclosure' or 'whistleblowing disclosure') since the start of the 2012/13 tax year.**

**Question 1:**

- a) Please state the total number of employment tribunals/disputes brought under the Public Interest Disclosure Act defended by your Trust since April 2012.
- b) If possible without triggering s40 of the FOIA, please provide a yearly breakdown in tax years (2012/13-2022/23) of question 1.a.

A1 Zero

**Q2 Question 2:**

- a) Please state the total paid out in legal fees (including legal advice) by your Trust defending employment tribunals/disputes brought under the Public Interest Disclosure Act since April 2012.
- b) If possible without triggering s40 of the FOIA, please provide a yearly breakdown in tax years (2012/13-2022/23) of question 2.a.

A2 Zero

**Q3 Question 3:**

- a) Please state the total amount spent on the individual employment tribunal/dispute brought under the Public Interest Disclosure Act defended by

your Trust, which cost your Trust the highest sum in legal fees, since April 2012.

A3 Zero

Q4 Question 4:

- a) Please state the total number of employment tribunals/disputes brought under the Public Interest Disclosure Act defended by your Trust, which resulted in the use of a Non-Disclosure Agreement ('NDA' or 'confidentially clause'), since April 2012.
- b) If possible without triggering s40 of the FOIA, please provide a yearly breakdown in tax years (2012/13-2022/23) of question 4.a.

A4 Zero

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:



**University Hospitals  
of North Midlands**  
NHS Trust

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

Yours,

**Rachel Montinaro**  
Data Security and Protection Manager - Records