

7 December 2021

Information Rights & Compliance Team
99 Waverley Road
St Albans
Hertfordshire
AL3 5TL

Tel: 01727 804954
Email: Hpkt.foi@nhs.net

Our Ref: FOI/04063

Thank you for your request concerning Employment Tribunal Settlements.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

- The number of settlement agreements (formerly known as compromise agreements) entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21**

	Number of Settlement Agreements
2018-19	5 or less
2019-20	5 or less
2020-21	5 or less

Due to the small numbers of settlement agreements entered into with staff we have applied Exemption Section 40(2). This is because entries of 5 or less are considered sufficiently small enough to be potentially identifiable data. On this basis, this information is exempt from the duty to publish¹.

- The value of settlement agreements entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21**

	Value of Settlement £
2018-19	2,682.96
2018-19	1,335.00
2019-20	24,268.75
2020-21	14,459.52

- If possible, the number of settlement agreements entered into with staff which related to employment tribunal claims for each of the following financial years: 2018-19, 2019-20, 2020-21**

	Number of Settlement Agreements related to employment tribunal claims
2018-19	0
2019-20	0
2020-21	0

¹ Section 40(2) - Personal Data has been applied. This is because by releasing this information could identify individual(s) and constitute a breach of the Data Protection Act (2018).

4. **If possible, the value of settlement agreements entered into with staff which related to employment tribunal claims for each of the following financial years: 2018-19, 2019-20, 2020-21**

Not applicable.

5. **If possible the number of settlement agreements including a non-disclosure agreement or clause entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21**

	Number of Settlement Agreements including a non-disclosure agreement
2018-19	5 or less
2019-20	5 or less
2020-21	5 or less

Please see the explanation given under question 1.

6. **If possible, the value of settlement agreements including a non-disclosure agreement or clause entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21**

Please refer to the answer of question 2.

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

**Sue Smith
Information Rights Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

