

Freedom of Information Request	FOI 23-525	02 November 2023
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Your request

You requested the following:

This request relates to employment tribunals/disputes defended by your Board 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:

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

Question 2:

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

Question 3:

- Please state the total amount spent on the individual employment tribunal/dispute brought under the Public Interest Disclosure Act defended by your Board, which cost your Board the highest sum in legal fees, since April 2012.

Question 4:

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

Our response

Our response for questions 1 and 2 is provide in the table below:

Financial Year	No. of Tribunals	Legal Costs
2018/2019	1	£4,083.20

2022/2023	1	£13,967.00
Total	2	£18,050.20

3. The total amount spent on an individual employment tribunal/dispute brought under the Public Interest Disclosure Act defended by us, which cost us the highest sum in legal fees, since April 2012 is £13,967.
4. There were no employment tribunals/disputes brought under the Public Interest Disclosure Act defended by our Health Board, which resulted in the use of a Non-Disclosure Agreement since April 2012.