

Our Ref: LW/lmw/FOI.280.23  
Date: 3<sup>rd</sup> October 2023

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North Staffordshire Combined Healthcare NHS Trust  
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Dear

### Freedom of Information Act Request

I am writing in response to your e-mail of the 6<sup>th</sup> September 2023. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

#### **Requested information:**

1. How many employment tribunal (ET1) claims have been made against the organisation since 2018/19.  
If possible, please break this down by type (e.g., public interest disclosure, unfair dismissal, discrimination). If this breakdown takes too long to respond to the FOI, then please omit it.  
  
**4 Employment Tribunals**
  - **Unfair Dismissal**
  - **Unfair Constructive Dismissal**
  - **Discrimination**
  - **Discrimination**
2. Of those ET1 claims, how many have been defended against by the organisation since 2018/19.  
Again, continue with a breakdown by type. If this exceeds the time limit, then please omit it from the FOI request.
  - **1 unfair Dismissal**
  - **1 Awaiting hearing date.**
3. The outcomes from each claim (e.g., 12 were in favour of the claimant, 24 were in favour of the respondent, 53 were discontinued/settled out of court).
  - **1 tribunal was found in favour of the respondent.**
  - **1 tribunal is pending a hearing.**
  - **2 claims were withdrawn by the claimant.**
4. How much (£) has the organisation spent on defending claims since 2018/19; and

If possible, please provide total figures based on case outcomes (e.g., £200,000 where the tribunal favoured claimant, £120,000 where the tribunal favoured respondent).

If this takes too much time, please provide the total figure for each financial year (e.g., £500,000 in 2018/19, £250,000 in 2019/20).

**£ 34,445.25 total figures to date**

**The Trust is applying Section 40 (2) to this part of the request as providing a further breakdown of the details could make the person(s) identifiable.**

5. Of the cases defended, how many led to an employment tribunal ruling the organisation must pay costs to the claimant.  
If possible, please provide figures for each individual case alongside the total. If this takes too much time, please provide the total figure for each financial year (e.g., £500,000 in 2018/19, £250,000 in 2019/20).

**0 as above, no employment tribunals ruled in the complainant favour.**

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



**Laurie Wrench**  
**Deputy Director of Governance**



Chairman: David Rogers  
Chief Executive: Dr Buki Adeyemo  
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