

Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-032025-0001490

Date: 27.3.25

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000, please see response below.

I would like information on **employment tribunal (ET1) claims involving nursing staff** at your organisation.

Please answer the following 4 questions under the Freedom of Information Act

For each financial year between 2020 and 2025 (or the latest available date), please provide yearly figures for the below:

1. The number of employment tribunal claims brought by nurses, trainee nurses and nursing associates against the trust.

- As per NHS Digital rules the Trust does not publish numbers lower than 5 as this could lead to the identification of the persons involved. Exemption Section 40(2) of the Freedom of Information Act is applied.

2020 <5

2021 <5

2022 <5

2023 <5

2024 <5

2. The outcome from each claim [E.g. withdrawn, won, lost- e.g: In 2020, 1 was in favour of the claimant, 2 were in favour of the respondent, 1 was discontinued/settled out of court]

- As per NHS Digital rules the Trust does not publish numbers lower than 5 as this could lead to the identification of the persons involved. Exemption Section 40(2) of the Freedom of Information Act is applied.

3. How many cases each year led to an employment tribunal ruling the organisation must pay costs to the claimant, and how much was paid [example answer: 2020 – 1 case, £0 paid; 2021 – 2 cases, £12,000 paid; 2022 – 3 cases, £0 paid; 2023 – 0 cases, £0 paid, 2024 – 3 cases, £0 paid]

- As per NHS Digital rules the Trust does not publish numbers lower than 5 as this could lead to the identification of the persons involved. Exemption Section 40(2) of the Freedom of Information Act is applied.

4. If possible, please break down each claim by type [e.g. public interest disclosure, unfair dismissal, discrimination]

- As per NHS Digital rules the Trust does not publish numbers lower than 5 as this could lead to the identification of the persons involved. Exemption Section 40(2) of the Freedom of Information Act is applied.

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ
Email: dgft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team
The Dudley Group NHS Foundation Trust