



Trust Headquarters
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4 Gatwick Road
Crawley
West Sussex
RH10 9BG

Date:

Email:

Dear,

Tel: 0300 123 0999
www.secamb.nhs.uk

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI 230904.

You requested the following information, please see our response below:

I am submitting this request under the Freedom of Information Act 2000. I am requesting information from the following financial years: 2018/19; 2019/20; 2020/21; 2021/22; 2022/23; and 2023/24 to the present day.

Please disclose the following:

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.

2018 – No available data

2019 - No available data

2020 - No available data

2021 - No available data

2022 - 13

2023 - 10

2024 – Less than 10

Types of claims

Discrimination (Disability, Pregnancy/Maternity, TU, Racial)

Unfair Dismissal

Back Pay

Sexual Assault

Constructive Dismissal

Victimisation

Detriments due to disability and whistleblowing

Harassment - sex, age and disability

Breach of contract

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.

2018 – No available data

2019 - No available data

2020 - No available data

2021 - No available data

2022 – Less than 10

2023 – Less than 10

2024 – Less than 10 (ongoing)

Types of claims

Discrimination (Disability, Racial)

Unfair Dismissal

Constructive Dismissal

Victimisation

Detriments due to disability and whistleblowing

Harassment - sex, age and disability

Breach of contract

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);

2018 – No available data

2019 - No available data

2020 - No available data

2021 - No available data

2022 – Less than 10 in favour of Claimant (11 withdrawn or settled)

2023 – Withdrawn, dismissed, struck out or settled

2024 – Ongoing

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).

Note: Finance does not hold information specific to employment tribunal cases as they are not always clearly labelled on the invoices received, we can provide the following:

Professional legal fees in respect of employee related issues (including employment tribunal costs) were to the nearest £1000:

2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
£131,000	£200,000	£134,000	£160,000	£62,000	£175,000

5. Of the cases defended, how many led to an employment tribunal ruling the organisation must pay costs to the claimant;

Payments made as a result of an employment tribunal were to the nearest £1000:

2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
£0	£0	£0	£168,000	£0	£41,000

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).

Please also break this down by case type. However, as with above, if this takes too long then please omit it from the FOI.

Less than 10, we are unable to provide exact figures as these could be identifiable to individuals.

I hope you find this information of some assistance.

If for any reason you are dissatisfied with our response, kindly in the first instance contact Caroline Smart, Head of Information Governance via the following email address:

FOI@secamb.nhs.uk

Yours sincerely

**Freedom of Information Coordinator
South East Coast Ambulance Service NHS Foundation Trust**