



Trust Headquarters
Nexus House
4 Gatwick Road
Crawley
West Sussex
RH10 9BG

Internal Ref:
Email:

Dear ,

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

The trust acknowledges receipt of your Freedom of Information Act 2000 (FOIA) request, referenced above. Please ensure you quote this number in any future correspondence.

FOI Request

You asked us:

For the period 1 April 2019 to 31 March 2025 (or as far back as records are held, if full data for this period is not available):

- 1. Total number of Non-Disclosure Agreements (NDAs) — also referred to as confidentiality clauses or settlement terms within COT3 agreements or other settlement agreements, entered into with current or former staff members by your organisation.**
- 2. Of those NDAs, please provide a breakdown of how many were associated with settlement agreements relating to:**
 - a) Complaints of bullying or harassment**
 - b) Complaints of discrimination (related to any protected characteristic under the Equality Act 2010)**
 - c) Whistleblowing or the raising of protected disclosures**
 - d) Other reasons (please specify if available)**
- 3. Total amount of money paid out under all settlement agreements or COT3s that included an NDA during this period.**
- 4. The highest individual settlement amount paid out under a settlement agreement or COT3 that included an NDA during this period.**
- 5. If available, please also provide:**
 - A breakdown by staff group or job role (e.g. nursing, medical, admin, etc)**
 - A breakdown by department or service area**
 - A breakdown by type of complaint (if not already provided above)**

If the information is not held in this level of detail, please provide whatever level of detail is recorded.



Formal Response

The Trust confirms it holds part of the information you have requested.

- 1. Total number of Non-Disclosure Agreements (NDAs) — also referred to as confidentiality clauses or settlement terms within COT3 agreements or other settlement agreements, entered into with current or former staff members by your organisation.**

The Trust had 190 agreements where confidentiality clauses were signed with staff during this period. These agreements included:

- Conciliation Agreements (COT3) (<10);
 - Redundancy (159) and;
 - Mutually Agreed Resignation Scheme (MARS) (28).
- 2. Of those NDAs, please provide a breakdown of how many were associated with settlement agreements relating to:**
 - a) Complaints of bullying or harassment
 - b) Complaints of discrimination (related to any protected characteristic under the Equality Act 2010)
 - c) Whistleblowing or the raising of protected disclosures
 - d) Other reasons (please specify if available)

None

- 3. Total amount of money paid out under all settlement agreements or COT3s that included an NDA during this period.**

The total amount paid out for settlements from 1 April 2019 to 31 March 2025 containing NDAs was £4,165,565.

COT3 (£158,925); Redundancy (£3,244,711) and MARS (£761,929)

- 4. The highest individual settlement amount paid out under a settlement agreement or COT3 that included an NDA during this period.**

The highest individual settlement amount paid in this period as part of a settlement agreement that contained an NDA was £151,894.

- 5. If available, please also provide:**
 - A breakdown by staff group or job role (e.g. nursing, medical, admin, etc)**
 - A breakdown by department or service area**
 - A breakdown by type of complaint (if not already provided above)**

No further breakdown is available than has been supplied in response to parts 1 – 4.

The Trust can confirm that this information exists. However, where an output



represents fewer than 10 individuals or incidents in the period requested, we have not provided exact figures. This practice is known as data blurring, which serves to mitigate against the risk of possible re-identification of individual data subjects via data recombination (sometimes referred to as jigsawing). This risk is assessed in accordance with the Information Commissioner's Office (ICO) *Anonymisation Code of Practice*, in relation to Section 40(2) of the FOIA 2000.

Next steps

We publish a variety of information which may assist future enquiries relating to our service on our website – www.secamb.nhs.uk.

Should you be dissatisfied with our response then in the first instance please contact Richard Banks, Head of Corporate Governance, via the following email address: FOI@secamb.nhs.uk

You can ask us to review our original response. If you would like us to carry out an internal review, please let us know within 40 working days of you receiving our original response. This review will be conducted by an individual who was not directly involved in reviewing the original response, ordinarily, the Trust Data Protection Officer. We will endeavour to complete this request within 20 working days.

Should you remain dissatisfied then you can contact the [Information Commissioner's Office](http://www.ico.org.uk/foicomplaints) (ICO). Complaints to the ICO should be made within six weeks of receiving the outcome of an internal review. The easiest way to lodge a complaint is through their website: www.ico.org.uk/foicomplaints.

Alternatively, the ICO's postal address is:
Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

Yours sincerely,

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



Saving Lives,
Serving Our Communities

Chair: Michael Whitehouse CEO: Simon Weldon