



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

Tel: 0300 123 0999  
[www.secamb.nhs.uk](http://www.secamb.nhs.uk)

1<sup>st</sup> April 2026  
Internal Reference: 260317  
Email:

Dear ,

Thank you for your request for information, which we received on **05/03/2026**. We have considered your request under the Freedom of Information Act 2000. **Please ensure you quote the Internal Reference number above in any future correspondence.**

### Your Request

Please provide the following in relation to your organisation (the Ambulance Trust/Service):

1. Cases referred to Employment Tribunal (including Early Conciliation)

- The number of cases that have been referred to Employment Tribunal, including those currently in the ACAS Early Conciliation period, that are ongoing/open as at the date you process this request (or the most recent date for which you hold a complete record).

2. Outcomes in the last 12 months

- For the last 12 months (rolling from the date you process this request), the number of cases that have:

- a) resulted in a finding of unfair dismissal, and
- b) resulted in any payment by the organisation to the claimant (whether compensation ordered by the Tribunal or a settlement payment), and
- c) resulted in reinstatement or re-engagement (for example, the claimant returning to their role or being re-employed by the organisation, whether ordered by the Tribunal or agreed as part of a settlement).

- If possible, please provide these as separate counts (a, b, and c). If they overlap,



please indicate whether the same cases are counted in more than one category, and confirm whether the “payment” figure includes settlements reached before a full Tribunal hearing/outcome.

### Formal Response

1. There are 22 cases that have been referred to an Employment Tribunal, including those currently in the ACAS Early Conciliation period that are ongoing/open as of the date you processed this request (or the most recent date for which the Trust holds a complete record).

2a) For the last 12 months (rolling from the date you process this request), there has been no cases that have resulted in a finding of unfair dismissal.

2b) For the last 12 months (rolling from the date you process this request), there has been five cases that have resulted in any payment by the organisation to the claimant all before full tribunal hearing.

2c) For the last 12 months (rolling from the date you process this request), there has been no cases that have resulted in reinstatement or re-engagement (for example, the claimant returning to their role or being re-employed by the organisation, whether ordered by the Tribunal or agreed as part of a settlement).

### Next steps

Some information held by the Trust is routinely published on our [website](#) and may be of assistance.

If you are dissatisfied with the Trust’s response to your request, you have the right to ask for an internal review.

Requests for an internal review should be submitted within **40 working days** of the date of this response and should be sent to:

**Richard Banks**, Head of Corporate Governance at [FOI@secamb.nhs.uk](mailto:FOI@secamb.nhs.uk)

The internal review will be conducted by an individual who was not directly involved in handling your original request, ordinarily the Trust’s Data Protection Officer. We aim to complete internal reviews within **20 working days** of receipt.

If you remain dissatisfied following the outcome of the internal review, you may complain to the Information Commissioner’s Office (ICO). The ICO generally expects complaints to be raised promptly following the completion of an internal review.

The easiest way to raise a complaint is via the ICO’s website:

[www.ico.org.uk/foicomplaints](http://www.ico.org.uk/foicomplaints)

Alternatively, you may write to:  
Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
SK9 5AF

Yours sincerely,

**Corporate Governance Team**  
South East Coast Ambulance Service NHS Foundation Trust



Saving Lives,  
Serving Our Communities

Chair: Michael Whitehouse CEO: Simon Weldon