

**FOI 092/2021 Response  
Request**

I am making a Freedom of Information request for the following:

1. The number of settlement agreements (formerly known as compromise agreements) entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21
2. The value of settlement agreements entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21
3. If possible, the number of settlement agreements entered into with staff which related to employment tribunal claims for each of the following financial years: 2018-19, 2019-20, 2020-21
4. If possible, the value of settlement agreements entered into with staff which related to employment tribunal claims for each of the following financial years: 2018-19, 2019-20, 2020-21
5. If possible the number of settlement agreements including a non-disclosure agreement or clause entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21
6. If possible, the value of settlement agreements including a non-disclosure agreement or clause entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21

## Response

- 1. The number of settlement agreements (formerly known as compromise agreements) entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21.**

2018/19: 2

2019/20: 1

2020/21: 1

- 2. The value of settlement agreements entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21.**

2018/19: £103,848.45

2019/20: £21,239

2020/21: £1,679

- 3. If possible, the number of settlement agreements entered into with staff which related to employment tribunal claims for each of the following financial years: 2018-19, 2019-20, 2020-21**

2018/19: Nil (0)

2019/20: Nil (0)

2020/21: Nil (0)

- 4. If possible, the value of settlement agreements entered into with staff which related to employment tribunal claims for each of the following financial years: 2018-19, 2019-20, 2020-21**

2018/19: N/A

2019/20: N/A

2020/21: N/A

- 5. If possible the number of settlement agreements including a non-disclosure agreement or clause entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21.**

It should be noted that all the settlement agreements contain a confidentiality clause which sets out the employee's obligations in confidentiality under their contract of employment (e.g relating to patients etc.) and continuing to apply after termination. The terms of the agreement itself are mutually confidential, save where disclosure is required to HMRC, professional advisers and immediate family members or required by law.

The agreements also follow the guidance issued by NHS England in 2013 in respect of confidentiality clauses including the suggested wording of the Public Interest Disclosure Agreement (PIDA) clause , which makes it explicit that parties signing the agreement are still able to speak up about legitimate concerns.

2018/19: 2

2019/20: 1

2020/21: 1

**6. If possible, the value of settlement agreements including a non-disclosure agreement or clause entered into with staff for each of the following financial years: 2018-19, 2019-20, 2020-21**

2018/19: £103,848.45

2019/20: £21,239.50

2020/21: £1,679