

Request Reference: FOI/003/25

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Information requested:

1. The number of employment tribunal claims brought by nurses, trainee nurses and nursing associates against the trust. [example answer: 2020 – 0, 2021 – 2, 2022 – 0, 2023 – 1, 2024 – 1]
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 The outcome from each claim [E.g. withdrawn, won, lost- e.g: In 2020, 1 was in favour of the claimant, 2 were in favour of the respondent, 1 was discontinued/settled out of court]
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]
4. If possible, please break down each claim by type [e.g. public interest disclosure, unfair dismissal, discrimination]

If any part of this request exceeds the cost limit under Section 12 of the FOI Act, please provide advice on how I might refine the request to stay within the limit.

Response:

1. 2020 – zero, 2021 – zero, 2022 – zero, 2023 – three, 2024 – zero and 2025 – zero.
2. Of the three claims brought in 2023. One was dismissed, one was concluded at mediation, and one was concluded through the national Scottish Public Pensions Agency 2015 remedy (<https://pensions.gov.scot/2015-remedy>)
3. No cases led to an employment tribunal ruling that the organisation must pay costs to a claimant. As such we give notice that we do not hold information relating to costs. (FOISA section 17).
4. All the claims made in 2023 were for discrimination.