

		Answer			
		Employment Tribunal			
Question		Mr E Bantar v East London NHS Foundation Trust: 3202191/2018	Mr M Hasan v East London NHS Foundation Trust: 3304258/2023	Ms A R Yamjom v East London NHS Foundation Trust: 3307821/2020	Ms H Roberts v East London NHS Foundation Trust: 3200189/2018
1	Please give me the total trust spend for each of the following Employment Tribunal (ET) claims: - Mr E Bantar v East London NHS Foundation Trust: 3202191/2018 - Mr M Hasan v East London NHS Foundation Trust: 3304258/2023 - Ms A R Yamjom v East London NHS Foundation Trust: 3307821/2020 - Ms H Roberts v East London NHS Foundation Trust: 3200189/2018	<p>The Trust has reviewed question 1 of your request for information under the Freedom of Information Act (FOI) 2000.</p> <p>Section 1(1) of the Freedom of Information Act 2000 states: <i>Any person making a request for information to a public authority is entitled—</i> (a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and (b) if that is the case, to have that information communicated to them.</p> <p>East London NHS Foundation Trust does not record the information requested in a retrievable manner and is therefore unable to provide a response.</p>			
1a	For each (Employment Tribunal (ET) claims listed in Q1), please break the spending down into the following categories: Solicitors' fees* (if applicable)	<p>The Trust has reviewed questions 1a-1d of your request for information under the Freedom of Information Act (FOI) 2000.</p> <p>Section 1(1) of the Freedom of Information Act 2000 states: <i>Any person making a request for information to a public authority is entitled—</i> (a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and (b) if that is the case, to have that information communicated to them.</p> <p>East London NHS Foundation Trust does not record the information requested in a retrievable manner and is therefore unable to provide a response.</p>			
1b	Barristers' fees* (if applicable)				
1c	External mediator fees (if applicable)				
1d	External investigator fees** (if applicable)				
1e	Salary paid to the claimant while suspended (if applicable)	<p>The Trust has reviewed question 1e of your request for information under the Freedom of Information Act (FOI) 2000.</p> <p>Section 40 for the FOI Act states: (2) This exemption covers the personal data of third parties (anyone other than the requester) where complying with the request would breach any of the principles in the UK GDPR.</p> <p>The information you have requested relates to less than five individuals and has the potential for those individuals to be identified. The Trust is therefore unable to provide this information in detail.</p>			
1f	Salary paid to workers brought in to cover shifts of the suspended claimant (if applicable)	<p>The Trust has reviewed question 1f of your request for information under the Freedom of Information Act (FOI) 2000.</p> <p>Section 1(1) of the Freedom of Information Act 2000 states: <i>Any person making a request for information to a public authority is entitled—</i> (a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and (b) if that is the case, to have that information communicated to them.</p> <p>East London NHS Foundation Trust does not record the information requested and is therefore unable to provide a response.</p>			
1g	Total paid to claimant as part of settlement agreement (if applicable)	<p>Not applicable. For further guidance on tribunal outcomes, please refer to the website: https://www.gov.uk/employment-tribunal-decisions</p>			
1h	Any other relevant costs Clarification - this term is meant to capture any additional expenses that do not neatly fit into the specified categories (a) through (g). These could include administrative costs, travel expenses for legal representatives, or other incidental expenses incurred as part of the tribunal cases.	<p>The Trust has reviewed question 1h of your request for information under the Freedom of Information Act (FOI) 2000.</p> <p>Section 1(1) of the Freedom of Information Act 2000 states: <i>Any person making a request for information to a public authority is entitled—</i> (a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and (b) if that is the case, to have that information communicated to them.</p> <p>East London NHS Foundation Trust does not record the information requested in a retrievable manner and is therefore unable to provide a response.</p>			
2	The cases listed in Question One are all taken from the Government Employment Tribunal (ET) website for cases where PIDA (Public Interest Disclosure Act) claims have advanced quite far, usually with several preliminary hearings held. Most cases do not get this far. Please tell me how many other cases you have in which current or former employees lodged ET1 claim forms alleging a Public Interest Disclosure Act claim between 1 April 2017 and 31 March 2024 that are not included in the list in Question One.	<p>The Trust has reviewed question 2 of your request for information under the Freedom of Information Act (FOI) 2000.</p> <p>Section 1(1) of the Freedom of Information Act 2000 states: <i>Any person making a request for information to a public authority is entitled—</i> (a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and (b) if that is the case, to have that information communicated to them.</p> <p>East London NHS Foundation Trust does not record the information requested and is therefore unable to provide a response.</p>			
2i	Please give the total trust spend on these additional claims, broken down into the following categories: a) Solicitors' fees* (if applicable) b) Barristers' fees* (if applicable) c) External mediator fees (if applicable) d) External investigator fees** (if applicable) e) Salary paid to the claimants while suspended (if applicable) f) Salary paid to workers brought in to cover shifts of the suspended claimants (if applicable) g) Total paid to claimants as part of settlement agreement (if applicable) h) Any other relevant costs	<p>Not applicable.</p>			

2ii

For 2a to 2d above - (a. Solicitors' fees* (if applicable)
b. Barristers' fees* (if applicable)
c. External mediator fees (if applicable)
d. External investigator fees** (if applicable)

please provide:
• the names of the firms,
• companies,
• and/or individuals
• to whom the costs were paid.

****NB:****
*All solicitors' and barristers' fees disclosed should include spending on both legal and non-legal services. These 'non-legal' services include (but are not limited to) investigations, advice on pre-litigation strategy, mediation, and mediation training.

*****Investigator**** covers investigators brought in to carry out investigations both into concerns raised by claimants (e.g., a Royal College hired to investigate patient safety concerns) and an external investigator brought in to review or investigate the conduct and/or capacity of the claimant (e.g., an HR firm hired to carry out an independent investigation of the claimant's conduct). For the avoidance of doubt, this covers both formal and informal investigations, inquiries, and "reviews".

Not applicable.

3

Please provide your trust spend in GBP on legal retainers or other similar contractual arrangements with any legal firm or barrister/chambers between 1 April 2017 and 31 March 2024.

Please break this down by
a. financial year and
b. by name of the firm/barrister/chambers in receipt of funds.

The Trust has reviewed question 3 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:
Any person making a request for information to a public authority is entitled—
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and
(b) if that is the case, to have that information communicated to them.

East London NHS Foundation Trust does not have legal retainers or similar arrangement with legal firms, barristers or chambers as requested. The Trust is therefore unable to provide a response.