Freedom of Information Request

Reference Number: EPUT.FOI.19.1115
Date Received: 13th June 2019

Information Requested:

Please can you provide me with the following information:

How much was spent on legal fees by your Trust on defending employment tribunal cases relating to (a) discrimination; (b) unfair dismissal and (c) public interest disclosure in each year since 2016?

The Trust is unable to provide all of the above information at this level as invoices are not recorded in Trust systems in this format. To retrieve this information would require a manual trawl of individual invoices and therefore would exceed the time and cost limits, as set out in Section 12* of the Freedom of Information Act 2000.

*Exemption: Section 12 (Exemption where cost of compliance exceeds appropriate limit):

(1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.
(2) Subsection (1) does not exempt the public authority from its obligation to comply with paragraph (a) of section 1(1) unless the estimated cost of complying with that paragraph alone would exceed the appropriate limit.
(3) In subsections (1) and (2) “the appropriate limit” means such amount as may be prescribed, and different amounts may be prescribed in relation to different cases.
(4) The Secretary of State may by regulations provide that, in such circumstances as may be prescribed, where two or more requests for information are made to a public authority—
(a) by one person, or
(b) by different persons who appear to the public authority to be acting in concert or in pursuance of a campaign, the estimated cost of complying with any of the requests is to be taken to be the estimated total cost of complying with all of them.
(5) The Secretary of State may by regulations make provision for the purposes of this section as to the costs to be estimated and as to the manner in which they are to be estimated

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT’s Publication Scheme is located on its Website at the following link https://eput.nhs.uk/publication-documents/