



University of East Anglia

Information Compliance (ITCS)

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[REDACTED]

25 April 2019

Dear [REDACTED]

Freedom of Information Act 2000 – Information request (ref: FOI_19-098)

We have now considered your request of 27 March 2019 for information relating to settlement or COT3 agreements entered into by the University in 2017 and 2018.

Our response is on page 2 of this letter, together with a copy of your request.

We hope this information will meet your requirements, however if you are not satisfied you have the right of appeal. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal within 40 working days of the date of this letter. In line with section 5.3 of the UK Government's Freedom of Information Act Code of Practice, we are not obliged to accept internal reviews after this date.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

https://ico.org.uk/Global/contact_us, or by telephone on 0303 123 1113.

Please note that any material over which UEA has copyright is released on the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information provided.

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Dave Palmer
Information Compliance Manager
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI _19-098)

Please can I have answers to the following questions about your university:

1) How many current or former employees have signed settlement or COT3 agreements that included confidentiality or non-disclosure clauses in 2017 and 2018?

2) How much money in total has the university spent on settling employment disputes involving current or former employees by way of settlement or COT3 agreements that included confidentiality or non-disclosure clauses in 2017 and 2018?

3) Of the above, what was the highest amount paid out in an individual settlement involving current or former employees in 2017 and 2018?

To clarify in advance, I only wish to receive the amounts paid out in each settlement/year...

Our response to questions 1, 2 and 3 is in the table below:

| <i>Year</i> | <i>No. of settlement agreements</i> | <i>Amount spent</i> | <i>Largest Amount</i> |
|-------------|-------------------------------------|---------------------|-----------------------|
| 2017 | 15 | £190,744.47 | £37,288.00 |
| 2018 | 11 | £144,947.12 | £36,335.50 |
| Total | 26 | £335,691.59 | |

The amounts above relate to expenditure involving current or former employees by way of settlement agreements only. Please note that UEA has not entered into any COT3 agreements for the specified period.