

[REDACTED]

18 March 2014

Dear [REDACTED]

**FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST**  
**(Our file: FOI\_14-047)**

We have now considered your request of 25 February 2014 for information regarding employment disputes and tribunals involving the University and some of the information requested is provided on page 3 of this letter. I trust this will be to your satisfaction.

However, it is not possible to provide all the requested information. Pursuant to your rights under section 1(1)(a) of Freedom of Information Act 2000 to be informed whether information is held, we confirm that the University does not hold a small amount of the requested information. Further details are provided on page 3.

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

You have the right of appeal against this decision. If you wish to appeal, please set out in writing your grounds of appeal and send to me at the address noted in the heading to this letter.

You must appeal our decision within 60 calendar days of the date of this letter. Any appeal received after that date will not be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow, Cheshire  
SK9 5AF  
Telephone: 0303 123 1113  
[www.ico.org.uk](http://www.ico.org.uk)

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

Yours sincerely

David Palmer  
Information Policy and Compliance Manager  
University of East Anglia

## Response to Freedom of Information Act 2000 request (FOI\_14-047)

Please treat this as a request for information under the terms of the Freedom of Information Act.

I would like to know:

1. For each of the last four full calendar years (namely, 2010, 2011, 2012 and 2013), how many employment disputes your institution has been involved with that have ended in a financial settlement being paid out or an employment tribunal hearing; in other words, the total number of disputes with which the institution was involved, including those that were settled before any legal proceedings began. (In the event of more than one employee being involved in related cases, this should be counted according to the total number of individuals involved)

Please note table following question 4.

2. For each of the four years, the number of cases that specifically resulted in an employment tribunal hearing.

Please note table following question 4.

3. For each of the four years, the amount your institution agreed to pay out in financial settlements either before or after any hearing (regardless of when the payment was actually made).

Please note table following question 4.

4. For each of the four years, the amount your institution spent in defending employment disputes, both externally (such as on barristers' fees) and internally (such as the cost of the time of in-house solicitors and HR professionals).

Please note following table.

Year	Question 1	Question 2	Question 3	Question 4
	Number of disputes	Cases resulting in tribunal hearings	Settlement Amount	Amount spent defending disputes
2010	1	0	£0.00	£8,807.11
2011	1	0	£0.00	£4,517.41
2012	5	2	£7,000.00	£105,327.88
2013	1	1	£0.00	£62,116.56

### **[Information not held - s.1(1)(a), Freedom of Information Act]**

In regards question 4, the University does not record nor hold a record of what you define as 'internal' costs of defending employment disputes (i.e. cost of time of in-house solicitors and/or HR professionals).