

19 September 2025

Employment Tribunal Costs, Outcomes and Settlements since 2019/20

For each financial year from 2019/20 to the most recent available year, please provide the following in relation to employment tribunal cases involving Belfast Health and Social Care Trust:

1. The total amount paid by the Trust in legal fees and associated costs in defending employment tribunal cases.

Counsel Fees					
	2020/21	2021/22	2022/23	2023/24	2024/25
Employment Tribunal Cases	0	8,130	69,590	8,350	163,750

Please note that this relates to Junior and Senior Counsel fees only. The Trust has an SLA with Directorate of Legal Services (DLS) within BSO for the provision of legal services and any work in defence of all legal and litigation cases is covered under this SLA and the specific amounts attributable to individual cases or category of case is not available.

2. The total amount paid in settlements to complainants in employment tribunal cases either prior to a full tribunal hearing or judgment or after a full tribunal hearing or judgment.

Financial Year in which settlement agreement was made	Settlement Sum
2020/2021	N/A
2021/2022	£26,000
2022/2023	£451,563
2023/2024	£83,562
2024/2025	£1,022,500

3. The number of employment tribunal cases brought against the Trust.

Financial Year in which the case was initiated *	Number of cases
2020/2021	N/A #
2021/2022	14
2022/2023	9
2023/2024	16
2024/2025	23

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#To maintain confidentiality, responses have been omitted wherein the total is less than 5.

*The figures provided per year relate only to new cases initiated, and not total ongoing cases ongoing during that financial year.

4. The number of cases the Trust has lost at tribunal.

Over the period April 2020 to March 2025 there were no cases in which the Trust lost an industrial tribunal decision.

5. The number of cases that were settled prior to a full tribunal hearing or judgment.

Financial Year in which the case was settled	Number of cases
2020/2021	N/A#
2021/2022	N/A#
2022/2023	14
2023/2024	10
2024/2025	N/A#

#To maintain confidentiality, responses have been omitted wherein the total is less than 5.

N.B. Use of less than five (<5) - We are not able to provide the information requested. The low numbers involved would reduce numbers to discoverable limits and, as a result, we consider that individuals could be identified and disclosure of this information would breach the first data protection principle, which relates to the fair and lawful processing of personal data. Therefore, we have concluded that this information is exempt from disclosure under Section 40(2) of the Freedom of Information Act - Personal Information relating to a third party.

Information for financial year 2019/2020 is not available and pre-dates current recording systems. As such the time estimated to locate, retrieve and extract the requested information exceeds 18 hours. We estimate that compliance with this (element of the) request for information would exceed the appropriate costs limit. Under Section 12 of the Freedom of Information 2000, the limit has been specified as £450 and represents the estimated cost of one or more persons spending 18 hours in determining whether we hold the information, locating, retrieving and extracting this information.

Please break down each of the above categories by financial year.