



## Resolution

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**Telephone:** 020 7811 2700

November 2025  
FOI\_7501

The following information was requested on 20 October and clarified on 28 October 2025:

[You requested on 20 October 2025]

*I am requesting the following under the Freedom of Information Act 2000, relating to employment-related claims and settlements.*

*Please provide the data for the financial years 2022-23, 2023-24, 2024-25 and during 2025-26 (up to the time this FOI has been acknowledged).*

*Questions:*

- 1. The number of employment-related claims or grievances raised by current or former staff which resulted in a financial settlement or payment made by the organisation.*
- 2. The total amount paid in respect to said settlements, broken down by each financial year.*
- 3. If the organisation records the nature of these claims, please provide any available breakdown by the following categories:*
  - Bullying and harassment*
  - Discrimination (age, disability, race, sex, sexual orientation or gender reassignment, religion or belief)*
  - Equal pay*
  - Redundancy*
  - Unfair or constructive dismissal*
  - Whistleblowing or public interest disclosures*
- 4. Where separately recorded, the legal or external advisory costs incurred in relation to those claims (e.g., including but not limited to legal fees), for each year.*

[We sought clarification on 20 October 2025]

*Thank you for your email. Before we can respond, we would like to clarify if you are asking this information for NHS Resolution or NHS Trusts.*

*NHS Resolution does not hold the details of Employment related claims for the whole of the NHS. This information will be held by individual NHS organisations.*

*Your request will be put on hold until we receive the clarification requested above.*

[You replied on 28 October 2025]

*Thanks for your email. The FOI relates to NHS Resolution, the organisation itself, rather than NHS trusts in general.*

## Our Response

Thank you for your request for information. Please note that we report in complete financial years. We are therefore able to provide the information held in respect of the financial years 2022/23 – 2024/25. The information for the current financial year 2025/26 is currently unavailable.

Between the following financial years 2022/23 – 2024/25 there were:

|                               |                                         |
|-------------------------------|-----------------------------------------|
| <b>Number of Settlements</b>  | 5 (All 5 cases were settled in 2024/25) |
| <b>Total Paid</b>             | £310,250.00                             |
| <b>Types of Settlements</b>   | 5 Pay Disputes                          |
| <b>Associated Legal Costs</b> | £36,744.12 *                            |

**\*Please note** that the associated legal costs also include an additional case which may settle this current financial year. However, we are unable to separate the costs from the legal costs provided above. Also, whilst some cases have been settled some of the legal costs associated with the case will be finalised in the current financial year. Therefore, the above legal cost is subject to change.

### **This concludes our response to your request.**

If you are not satisfied with the service that you have received in response to your information request, it is open to you to make a complaint and request a formal review of our decisions. If you choose to do this, you should write to [Joanne Appleby](#), Deputy Data Protection Officer for NHS Resolution, within 28 days of your receipt of this reply. Reviews of decisions made in relation to information requests are carried out by a person who was not involved in the original decision-making about the request.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a review of the decision. Generally, the Information Commissioner will not make a decision unless you have exhausted the local complaints procedure. The address of the Information Commissioner's Office is:

Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

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