

Our ref: IG/FOI/FOI.287.25

6 May 2025

Sent via email to: [REDACTED]

Dear [REDACTED]

## Request under the Freedom of Information Act 2000

I write further to your request for information which was received on 14 April 2025, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does hold the information that you require but have applied an exemption.

For ease of reference your request is set out below and my response follows.

### Your Freedom of Information (FOI) Request:

I would like information on employment tribunal (ET1) claims involving nursing staff at your organisation.

Please answer the following 4 questions under the Freedom of Information Act and see example answers as a guide.

For each financial year between 2020 and 2025 (or the latest available date), please provide yearly figures for the below:

Q1. The number of employment tribunal claims brought by nurses, trainee nurses and nursing associates against the trust. [example answer: 2020 – 0, 2021 – 2, 2022 – 0, 2023 – 1, 2024 – 1]

Q2. The outcome from each claim [E.g. withdrawn, won, lost- e.g: In 2020, 1 was in favour of the claimant, 2 were in favour of the respondent, 1 was discontinued/settled out of court]

Q3. How many cases each year led to an employment tribunal ruling the organisation must pay costs to the claimant, and how much was paid [example answer: 2020 – 1 case, £0 paid; 2021 – 2 cases, £12,000 paid; 2022 – 3 cases, £0 paid; 2023 – 0 cases, £0 paid, 2024 – 3 cases, £0 paid]

Q4. If possible, please break down each claim by type [e.g. public interest disclosure, unfair dismissal, discrimination]

Powys Response:

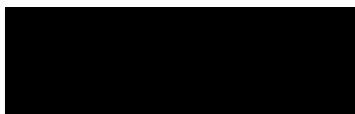
Q1 - Q4. I can confirm over the time period requested, there has only been one employment tribunal claim that falls within the scope of your request. All documentation is publicly available on the Government website. Therefore, under Section 21 of the Freedom of Information Act, the Health Board does not have to respond to a request if the information being sought is reasonably accessible to the applicant by another means. Section 21 is absolute and therefore does not require a public interest test. Powys Teaching Health Board (PTHB) has applied this exemption to your request as the information you are seeking is available in the public domain.

To comply with our obligation under Section 16 of the Act, the duty to provide help and assistance. Please see the following link for the employment tribunal for the period requested: [Mrs C Jones v Powys Teaching Health Board: 1602046/2020 - GOV.UK](https://www.gov.uk/employment-tribunal-claims/mrs-c-jones-v-powys-teaching-health-board-1602046/2020)

Under the terms of the Health Board's Freedom of Information procedure, individuals seeking access to recorded information held by the Health Board are entitled to request an internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request, please contact us directly at the address below or register your complaint via [Powys.FOI@wales.nhs.uk](mailto:Powys.FOI@wales.nhs.uk)

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 0330 414 6421.

Yours sincerely



**Mark McIntyre**  
**Deputy Director for People and Culture**

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi.

We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.