



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_182_25

You asked:

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 in red as a guide.

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

1. The number of employment tribunal claims bought by nurses, trainee nurses and nursing associates against the trust.

The following is a breakdown of the number of employment tribunal claims bought by nurses, trainee nurses and nursing associates against the health board in the following years: -

2020 - 0
2021 - 0
2022 - 0
2023 - Less than 5
2024 - 0

Where the figures are less than 5, the exact figures have been withheld due to the low numbers involved.

Where numbers are low we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. Also, responses under the Freedom of Information Act are made available to the public at large. The data is classed as personal data as defined under the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.

2. The outcome from each claim.

Please see response to Q1 - S40 (2) applied.

3. How many cases each year led to an employment tribunal ruling the organisation must pay costs to the claimant, and how much was paid.

No employment tribunal rulings were made that required the health board to pay costs to the claimant.

4. If possible, please break down each claim by type.

All employment tribunal cases were brought on the grounds of disability discrimination.