

| Financial Year | Number of Staff | Number of Incidents |
|----------------|-----------------|---------------------|
| 2005/2006 | 314 | 396 |
| 2006/2007 | 302 | 412 |
| 2007/2008 | 155 | 223 |
| 2008/2009 | 157 | 213 |

Please note, the above information relates to all sickness absences recorded as stress-related which could include those staff absent for personal as well as work-related reasons.

As our subsidiaries (BBC Studios & Post Production Ltd, UKTV, BBC World, BBC Worldwide Ltd and World Service Trust) are not subject to the Act – under section 6(1) (b)(ii) – the information for their personnel is not included in the figures quoted above.

Q2. How much money has been paid to staff in each of the years stated in Q1 in relation to employment disputes? Please break down each years figure by the primary nature of the complaint e.g. bullying, sex discrimination, age discrimination, race discrimination etc.'

The BBC does not hold the information you have requested in an easily accessible format. Information relating to individual claims brought to the Employment Tribunal (ET), including the nature of the complaint and any settlements paid, would only be available from the individual case file held by the Employment Law team. In some cases the allegations regarding race or gender discrimination may only form part of a claim, therefore any settlements would relate to the settlement of all parts of the claim: it is not possible to provide a figure based on each component of the claim. In addition, many cases are subject to a confidentiality clause which would prevent us from disclosing these details – again this information would only be available from the individual file.

Therefore, in order to respond in full to your request the BBC would need to carry out a search of all ET claims for the past 5 years. We anticipate that it would take BBC staff more than two and a half days to search through the individual case files to determine the nature of the complaint, which were paid a settlement, determine whether settlements sums have been attributed to individual claims or the whole claim and which were the subject of a settlement agreement which contains a confidentiality clause. Under section 12 of the Act, we are allowed to refuse to handle the request if it would exceed the appropriate limit. The appropriate limit has been set by the Regulations (SI 2004/3244) as being £450 (equivalent to two and a half days work, at an hourly rate of £25).

I hope this response satisfies your request.

Your Appeal Rights:

If you are not satisfied with this response you have the right to an internal review by a BBC senior manager. Please contact us at the following address: BBC Freedom of Information, Room 2252, White City, 201 Wood Lane, London W12 7TS, explaining what you would like us to review and including your reference number: If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, telephone 01625 545 700 or see <http://www.ico.gov.uk/>

Yours sincerely

Robert Johnston
BBC People