

7 April 2010

Royal Mail Group

Mr Houston

By Email: xxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxxxxxxx.xxx

Freedom of Information Unit
2nd Floor
Royal Mail Sheffield
Pond Street
Sheffield
S98 6HR

foi@royalmail.com
www.royalmail.com

Dear Mr Houston

Re: Freedom of Information Request

I am writing in response to your request for information which was submitted online on 7th March 2010. We have considered your request under the terms of the Freedom of Information Act 2000. You requested the following information for 2007, 2008, and 2009:

1. *"How many ET claims were upheld in the claimants' favour? And how many in Royal Mail's favour?"*
2. *"How many cases were settled before the Employment Tribunal hearing or during it?"*
3. *"How many claimants were actually reinstated or re-employed by Royal Mail?"*
4. *"How many cases were there for claims of unfair dismissal on the charge of 'wilful delay of the post'"*
5. *"Were there any cases of claims for unfair dismissal on the charge of 'wilful delay of the post' that were settled before the ET/IT hearing by reducing the previous dismissal to a 2 year serious penalty or other penalty and as a result the person was reinstated or re-employed. If so how many cases?"*

The table provided in Annex 1 to this letter includes all information requested in parts 1 and 2 of your request. This information is reported by Royal Mail on 6 monthly basis and we have provided the information for each period within the scope of your request.

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In relation to parts 3-5 of your request, it would significantly exceed the appropriate cost limit set out under section 12 of the Freedom of Information Act to provide the information requested. The appropriate limit for Royal Mail Group is set at £450. This represents the estimated cost of one person spending 18 hours in determining whether we hold the information, and in locating, retrieving and extracting the information. The information requested is not held centrally and it would require searching through each of an estimated 1600 files to identify and collate the numbers of cases falling into each part of your request. Clearly, this would take far longer than 18 hours. Consequently, Royal Mail Group is not obliged by the Freedom of Information Act 2000 to respond to this particular request (see section 12(1) of the Act).

Due to the number of cases involved, it is difficult for me to suggest any way in which your request could be narrowed in order to retrieve all relevant information within the appropriate limit. However, if you do wish to revise your request and which to focus on particular information then please contact me at foi@royalmail.com and I will be happy to try and assist you. Any reformulated request we receive from you will need to be treated as a fresh FOI request and the cost-limit or other exemptions from disclosure may apply.

I am sorry that we cannot provide all of the information you have requested on this occasion but hope that the enclosed figures are helpful. If for any reason you are not satisfied with this response, you do have the right to request a review. If you wish to do so please set out in writing your grounds of appeal and send to the Head of Information Compliance, Royal Mail Group, Company Secretary's Office, 100 Victoria Embankment, LONDON, EC4Y 0HQ. An internal panel will then review the request, and you will be advised of the outcome.

If, having requested an internal review by Royal Mail, you are still not satisfied with our response you also have a right of appeal to the Information Commissioner at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700
www.informationcommissioner.gov.uk

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Yours Sincerely

Kate Fearn
Freedom of Information Officer
xxx@xxxxxxxxxxx.xxx

Enc: Annex 1 Outcome of Employment Tribunal Cases October 2006 – September 2009

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Annex 1: Outcome of Employment Tribunal Cases October 2006 – September 2009

Period	Upheld in Royal Mail's Favour	Upheld in Claimants Favour	Cases Settled
Oct 06 – March 07	180	4	38
April 07 – Sept 07	179	11	58
Oct 07 – March 08	259	16	83
April 08 – Sept 08	211	19	88
Oct 08 – March 09	247	16	103
April 09 – Sept 09	198	9	89