

6th August 2013

Mr Mark Noble

By Email: request-168620-a8e0bd7e@whatdotheyknow.com

Information Rights Team
(Freedom of Information Act)
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Dear Mr Noble

Re: Freedom of Information Act Request (Our Reference: MTEE-99MCA3)

I am writing in response to your recent request for information dated 12th July 2013. Your request has been considered under the terms of the Freedom of Information Act 2000. You requested the following:

"Can you tell me how many times in the past twelve months have the Royal Mail been made to appear at an employment tribunal?"

Can you tell me how many times have the Royal Mail paid compensation to its employees to settle a claim of being treated unfairly during the past twelve months?"

I can confirm in the twelve month period commencing 2nd July 2012 to the 30th June 2013 Royal Mail have appeared at 144 employment tribunals. I can also advise information is held within scope of the second part of your request which asks: *"how many times have the Royal Mail paid compensation to its employees to settle a claim of being treated unfairly"*. However, it is unclear exactly what details you wish to receive and therefore, it is necessary to seek clarification in regards to this point of your request.

Royal Mail does hold information on the number of 'Settled' cases where a payment has been made to the claimant. However, it is not possible to identify if the payment made was compensation for being treated unfairly or settlement of other monies owed, such as outstanding annual leave for example. In addition, the "Settled" records held do not include any cases which Royal Mail may have lost and subsequently paid compensation, instead these cases would be recorded as 'Lost'.

Cont...

Therefore before we are able to progress the second part of your request it is necessary to ask that you clarify if your request concerns all 'Settled' cases where money has been paid to the claimant or if your request covers all cases over the last twelve months where a payment has been made. If you can clarify what information you wish to receive we will consider this under the terms of the FOI Act. Please note that the statutory 20 working days for dealing with your request would begin from the date Royal Mail receives your clarified request, section 1(3) of the Act refers.

I am sorry your request cannot be met on this occasion but hope the information provided is useful to you. 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 your reasons in writing and send to the Head of Information Rights at the address above. An internal panel will then review the request, and you will be advised of the outcome.

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

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

Yours sincerely

Marie Teasdale
Information Rights Officer
Company Secretary's Office