

Freedom of Information Act 2000

The Royal Cornwall Hospitals NHS Trust Response to Information request

Date Request Received: 24th June 2025

FOI Ref No 29298

Requested Information:

For the period 1 April 2019 to 31 March 2025 (or as far back as records are held, if full data for this period is not available):

1. Total number of Non-Disclosure Agreements (NDAs) — also referred to as confidentiality clauses or settlement terms within COT3 agreements or other settlement agreements, entered into with current or former staff members by your organisation.
2. Of those NDAs, please provide a breakdown of how many were associated with settlement agreements relating to:
 - a) Complaints of bullying or harassment
 - b) Complaints of discrimination (related to any protected characteristic under the Equality Act 2010)
 - c) Whistleblowing or the raising of protected disclosures
 - d) Other reasons (please specify if available)
3. Total amount of money paid out under all settlement agreements or COT3s that included an NDA during this period.
4. The highest individual settlement amount paid out under a settlement agreement or COT3 that included an NDA during this period.
5. If available, please also provide:
A breakdown by staff group or job role (e.g. nursing, medical, administrative, etc.) A breakdown by department or service area A breakdown by type of complaint (if not already provided above) If the information is not held in this level of detail, please provide whatever level of detail is recorded.

Response:

Further to your request for information dated 11th April 2025, I can confirm that the Royal Cornwall Hospitals NHS Trust holds information that falls within the description specified in your request. However, we estimate that the costs of complying with your request would exceed the cost limit. The cost limit is specified in regulations and for the Royal Cornwall Hospitals NHS Trust this is set at £450. The cost limit represents the estimated cost of one person spending 18 working hours in determining whether the Royal Cornwall Hospitals NHS Trust hold the information, locating, retrieving, and extracting the information. Consequently, the Trust is not



obliged under Section 12 of the Freedom of Information Act 2000 to respond to your request, and we will not be processing your request further. The information you have requested is not held centrally and would therefore it would require a manual review to collate this information.

As the Trust holds no central record of NDA's, there is no way to narrow the scope of the manual search that would be required to determine what is being asked. I have therefore estimated that it would exceed the appropriate limit to proceed with your request.

I apologise that we are unable to fully assist you in this instance.

If you wish to discuss any of the above, please contact me. Please remember to quote the reference number above in any future communications.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to the Information Governance Manager, Knowledge Spa, Royal Cornwall Hospital, Truro, Cornwall, TR1 3LJ or e-mail rch-tr.FOI@nhs.net

If you are not content with the outcome of your complaint or review, you may apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Royal Cornwall Hospital.

The Information Commissioner can be contacted at:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 0303 123 1113 or 01625 54 57 45
www.ico.org.uk

Attachment(s):

No Attachment(s)

Date Response sent: 7th July 2025