

9th January 2014

I write following your FOI request dated 6.12.13 but not receive until 19.12.13 in which you requested the following information regarding Court Settlements and Employment Tribunals.

1. How much money has Cleveland Police been paid out in out of court settlements in the past 12 months (July 12 – July 13) to:
 - a) Employees who have brought claims by Employment Tribunal Court but settled out of court
 - b) Employees who have had potential claims relating to their employment rights (including those which may or may not have had potential to be presented to Employment Tribunal Court)
 - c) Employees who have settled actual or potential claims in relation to their employment rights by way of COT 3 and/or compromise agreements.
2. In how many cases has Cleveland Police made out of court settlements to employees in relation to the above points 1 a) and 1 b) in the 12 months July 2012 to July 2013?
3. How many Employment Tribunal cases has Cleveland Police been respondent to between July 2012 to July 2013, where the case progressed to tribunal court hearing and reached a conclusion?
4. Of the above cases, how many reached a conclusion where a finding was made against Cleveland Police and what were the total costs of award made by Cleveland Police?
5. If the Police & Crime Commissioner is regarded as a different employer to Cleveland Police, can you please answer the same questions above, additional to above for the same time period.
6. What were the types of cases to which both Cleveland Police and the Police and Crime Commissioner were respondents at Employment Tribunal between July 2012 to July 2013, where the case progressed to tribunal court hearing and reached a conclusion? Please specify which relate to Cleveland Police and which relate to the Police and Crime Commissioner.
7. What were the costs of the awards paid by Cleveland Police and the Police and Crime Commissioner in relation to each case in 4) above - please specify which relate to Cleveland Police and which relate to the Police and Crime Commissioner.

This request has been handled under the Freedom of Information Act 2000.

Your request refers to information possibly held by two separate organisations, the Police and Crime Commissioner for Cleveland and Cleveland Police.

Regarding your request I can now inform you that I have completed my enquiries and that my reply on behalf of the Office of the Police and Crime Commissioner for Cleveland is as follows.

Where your questions 1 -7 refer to Cleveland Police, I am refusing this aspect of your request as the information may be held by another organisation ie Cleveland Police. The FOIA suggests that where such a refusal occurs I should assist where possible in helping you find the correct source. On this occasion I suggest you contact <http://www.cleveland.police.uk/>

Where the questions 1-7 refer to the Police and Crime Commissioner for Cleveland I can confirm that there is no information held.

I can confirm that the Office of the Police and Crime Commissioner for Cleveland has a complaints procedure.

If you are unhappy with the way your request for information has been handled, you can request a review by writing to:

Chief of Staff, Office of the Police and Crime Commissioner for Cleveland, Police Headquarters
Ladgate Lane, Middlesbrough, TS8 9EH

or you can follow the complaints procedure found on our website at:

www.cleveland.pcc.police.uk

If you remain dissatisfied with the handling of your request or complaint, you have a right to appeal to the Information Commissioner at:

The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.
Telephone: 08456 30 60 60 or 01625 54 57 45 Website: www.ico.gov.uk

There is no charge for making an appeal.

You inform in your request that you would be content to receive my response in either writing or by e-mail. It has been our policy for some time to reduce costs by using electronic mail wherever possible, hence this response is in such a format.

Yours faithfully,

John Bage
Office of the Police and Crime Commissioner for Cleveland