

## Freedom of Information Act 2000 disclosure log entry

### Reference

17-18314

### Date sent

13/02/2018

### Subject

Compromise Agreements

### Details of enquiry

- a) For each of the financial years i) 2013/14, ii) 2014/15, iii) 2015/16, iv) 2016/17 and v) 2017/18 to date, please state:
1. The total sum of payments made by your trust to NHS staff exiting the trust as part of a compromise agreement\*
  2. The total number of payments made by your trust to NHS staff exiting the trust as part of a compromise agreement
  3. The mean average amount paid by your trust to NHS staff exiting the trust as part of a compromise agreement
- b) If possible within the cost limits of the FOIA, the three largest amounts paid by your trust to individual members of NHS staff exiting the trust as part of a compromise agreement since 1 April 2014.

\* Compromise agreements might also be known as a 'confidentiality agreement' a 'non-disclosure agreement' or a 'special severance payment' – please include these definitions.

### Response Sent

The Tavistock and Portman is a small NHS organisation and, in the past, as a cost control measure we have implemented 'mutually agreed resignation schemes' (MARS). These are HM Treasury approved schemes which allow staff to apply to voluntarily leave the organisation and receive an exit payment for this. When a member of staff is successful in their application then they are required to be issued with a settlement agreement (previously known as a compromise agreement). Further information about these schemes can be found in Part 3, Section 20 of the NHS terms and conditions of service found [here](http://www.nhsemployers.org/tchandbook/part-3-terms-and-conditions-of-service/section-20-mutually-agreed-resignation-schemes-principles),

<http://www.nhsemployers.org/tchandbook/part-3-terms-and-conditions-of-service/section-20-mutually-agreed-resignation-schemes-principles> We have added in to this return the numbers which were associated with a MAR scheme.

For all other entries these relate to individuals who have exited the organisation and have been allowed to do so in line with the rules set out by NHS Improvement or its predecessor body Monitor.

Exit Year	Reason	Settlement Pay	Number of Agreements	Mean Average of Settlement Pay
2013/14	Contractual	£ 8,663.05	2	£ 4,331.53
<i>2013/14 Total</i>		£ 8,663.05	2	£ 4,331.53
2014/15	Contractual	£ 71,806.40	2	£ 35,903.20
<i>2014/15 Total</i>		£ 71,806.40	2	£ 35,903.20
2015/16	Contractual	£ 129,016.00	4	£ 32,254.00
	MARS	£ 807,002.22	18	£ 44,833.46
<i>2015/16 Total</i>		£ 936,018.22	22	£ 42,546.28
2016/17	Contractual	£ 28,462.00	1	£ 28,462.00
	MARS	£ 155,673.90	2	£ 77,836.95
<i>2016/17 Total</i>		£ 184,135.90	3	£ 61,378.63
2017/18	Contractual	£ 160,019.60	6	£ 26,669.93
<i>2017/18 Total</i>		£ 160,019.60	6	£ 26,669.93
<b>Grand Total</b>		<b>£1,360,643.17</b>	<b>35</b>	<b>£ 38,875.52</b>

Three largest exit payments	Reason
£95,000	Redundancy
£105,717.00	MARS
£106,183	MARS