



NORFOLK
CONSTABULARY
Our Priority is You

January 2016

Dear

Freedom of Information Request Reference N^o: FOI 000607/15

I write in connection with your request for information received by the Norfolk Constabulary on the 16th December 2015 in which you sought access to the following information:

- 1 What is your total expenditure between 2009-2014 on legal costs relating to Employment Tribunals taking into account the following costs:-
 - A Amount paid or pending to external legal professionals including Solicitors and Barristers
 - B Court fees
 - C Remedy, i.e compensation
 - D Covering the claimants costs including costs reimbursed to the Police Federation
- 2 How many Employment Tribunal cases in which Norfolk constabulary was the respondent between 2009-2014 related to Disability Discrimination and what was the total expenditure on these cases including remedy, i.e compensation?
- 3 What is your total expenditure between 2009-2014 on legal costs relating to Personal Injury where the claimant suffered psychological injury or PTSD as a result of the injury and taking into account:-
 - A Amount paid or pending to external legal professionals including Solicitors and Barristers
 - B Court fees
 - C Remedy, i.e compensation
 - D Covering the claimants costs including costs reimbursed to the Police Federation

Norfolk Constabulary holds information relevant to your request.

Response to your Request

Norfolk Constabulary has located the following information as relevant to your request.

The following figures have been provided by Legal Services. They have been extracted from the system which the Constabulary uses to record actual payments and covers Employment Tribunals only.

- Q1 The figure from 1st January 2009 to 31st December 2014 is £434,934.33.
- Q2 12 Employment Tribunal files relating to Disability Discrimination were opened between 2009 and 2014. 2 files remain ongoing. The total spend on the 10 closed files was £113,591.29.
- Q3 No expenditure in respect of this part of your request.