



Defence Business Services
Secretariat
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Ref: FOI2022/04520

DBSRES-Secretariat@mod.gov.uk

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4 May 2022

Dear ████████h

Thank you for your email of 7 March 2022 and clarification email of 5 April 2022 to the Ministry of Defence (MOD), requesting:

This is a request for information under the Freedom of Information Act 2000 regarding settlement agreements signed by the Department of X.

Settlement agreements (as defined by the Cabinet Office here) are legally binding contracts, used either to settle statutory disputes or claims, or disputes or claims under an individual employment contract. The agreement, which should be used only in exceptional circumstances, sets out the terms agreed by the employer and employee which settle the dispute and, where relevant, the terms on which the contract of employment will be terminated.

Please can you provide the following information:

Between 2019 and 2022, how many settlement agreements were signed by the department?

Of these settlement agreements, how many were one-way agreements and how many were mutual agreements?

Of these settlement agreements, how many contained non-disclosure agreements (also known as confidentiality clauses)?

For each of these questions, please can you break down the information by:

Year (2019-2022)

Cost (how much the department paid to make the settlement)

Whether it was signed with an employee, former employee or external party.

Clarified as:

Could you please include executive agencies and provide the data in calendar years.

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

A search for the information has now been completed within the MOD and I can confirm that there were no settlement agreements within the scope of your request.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

A black rectangular redaction box covering the signature of the sender.

Defence Business Services Secretariat