

Ref. No: 1850  
Date: 14/06/25  
Subject: Use of non-disclosure agreements in Trusts

## REQUEST

Mersey and West Lancashire Teaching Hospitals NHS Trust,

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.

If any part of this request is likely to exceed the cost limit, please prioritise questions 1–3 and advise how I might reasonably narrow the scope of the remaining questions.

## RESPONSE

We do not use NDA's at MWL