



**Information Governance**

Coventry City Council  
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[www.coventry.gov.uk](http://www.coventry.gov.uk)

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Please contact Information Governance  
Direct line 024 7697 5408  
infogov@coventry.gov.uk

Dear Sir/Madam

**Freedom of Information Act 2000 (FOIA)  
Request ID: REQ05560**

Thank you for your request for information relating to Human Resources Employment Tribunals.

Your request and our responses are outlined below:

**I am writing to request information related to employment-related disputes made against Coventry City Council by employees of your organisation. Under the above-mentioned Act I would like you to provide me with the following information please:**

**Part 1) Does your organisation currently use a self-service HR system: Yes or No**  
Yes.

**Part 2) For each of the years 2016, 2017 & 2018, please provide answers to the following:**

**Total number of staff directly employed by your organisation**

2016 5114

2017 4959

2018 4361

**Total wage bill of staff directly employed by your organisation**

2016 155,792,020

2017 152,364,704

2018 152,140,264

**Total number of ACAS Early Conciliation notices submitted by employees against your organisation.**

2016 – 5

2017 – 7

2018 – 4

This is to the best of our knowledge but employees can go through Early Conciliation without the knowledge of the Employer.

**Total number of ACAS Early Conciliation notices that your organisation settled financially prior to progressing to Employment Tribunal.**

None.

**Total number of ACAS Early Conciliation notices that progressed to Employment Tribunal cases.**

2016 – 3

2017 – 4

2018 - 3

**Total number of Employment Tribunal cases won by your organisation.**

2016 – 0

2017 – 2

2018 - 0

**Total number of Employment Tribunal cases lost by your organisation.**

2016 – 0

2017 – 0

2018 – 0

All other cases were settled or withdrawn by the Claimant prior to a hearing or are still ongoing and have yet to reach a hearing.

**Total monetary value of all ACAS or Tribunal or other employment-related dispute settlements and damages awards paid out to claimants.**

2016 – £113,922.80

2017- £40,208.00

2018- £320,852.87

The supply of information in response to a freedom of information request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

Should you wish to make any further requests for information, you may find what you are looking for is already published on the [Council's web site](#) and in particular its [FOI/EIR Disclosure log](#), [Council's Publication Scheme](#), [Open Data](#) and [Facts about Coventry](#).

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: [infogov@coventry.gov.uk](mailto:infogov@coventry.gov.uk)

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email [casework@ico.org.uk](mailto:casework@ico.org.uk).

Please remember to quote the reference number above in your response.

Yours faithfully

**Information Governance**