

Financial Year	15/16	16/17	17/18	18/19*
1a. The costs TPR has incurred in relation to consultancy, in respect of all Human Resources activities	£13,978	£9,872	£0	£0
1b. The costs TPR has incurred in relation to legal advice fees, in respect of all Human Resources activities	£104,598	£13,622	£33,406	£24,180
2. Legal and consultancy fees TPR have paid associated with employee grievances and Employment Tribunal claims	Information not held (please see main letter)			
3. Number of employee grievances submitted	Information not held (due to retention policy) [†]	Information not held (due to retention policy)	7 [‡]	
4. The number of Employment Tribunal (“ET”) claims filed against TPR	0	0	0	2
5. The number of ET claims TPR has won and lost	0	0	0	0
6. The number of ET claims TPR has settled	0	0	0	0

* This information is year to date (with the date being the 3 September 2018)

[†] TPR’s internal retention policy relating to grievances states that information shall be deleted one year after the grievance process has concluded.

[‡] This figure is from 3 September 2017 to 3 September 2018. Previous information is not available due to our retention policy, explained above.

	Total
7 .The cost of advice and consultancy fees associated with the TPR Future change project[§]	£3,637,303.72

	15/16	16/17	17/18	18/19
8. The cost of advice and consultancy fees TPR has spent in respect of WPSC hearing preparation and enquires^{**}	£26,426.11	£34,112.52	£24,629.15	£33,240.00

[§] This figure is measured from 2016 to 21 September 2018.

^{**} Financial figures for hearing preparation and enquires (interpreted as the cost of responding to questions, letters etc received in relation to WPSC enquires) are recorded together and, as such, cannot be disaggregated. You should also note these are external figures as we do not hold cost information for hearing preparation and enquires which were handled internally.