

Reference Number: FOI/2019/027
From: Private Individual
Date: 16 January 2019
Subject: Staff grievances for financial years 2013/14 to 2018/19 to date

Q1 Please advise for each of the years

- 2018/19 year to date
- 2017/18
- 2016/17
- 2015/16
- 2014/15
- 2013/14

How many grievances were lodged by trust staff?

Q2 For the total number of grievances in the period 2013/14 to 2018/19 year to date, please advise how many of the grievances were upheld.

- A1-2
- 2018/19: (so far)
2 x formal of which none were upheld
 - 2017/18:
4 x formal of which 2 were upheld
 - 2016/17:
2 x formal of which none were upheld
 - 2015/16:
2 x formal of which both were upheld
 - 2014/15:
2 x formal of which 1 was upheld
 - 2013/14:
2 x formal of which 1 was upheld

Q3 If the information is held centrally,

a) Please give a broad breakdown of the demographics of staff who raised grievances in the whole period (2013/14 to 2018/19 year to date)

b) Please give a broad breakdown of the types of grievances raised in the whole period (2013/14 to 2018/19 year to date)

A3 a) Information not held – the Trust did not routinely collate or hold this information

centrally as part of its management or performance data until this year when a new ER case tracker was developed.

Last year:

4 male

1 BAME

No disabilities

This year:

Both male

No BAME

No disabilities

b) Types of Grievances:

- Bullying and Harassment
- Values and Behaviours
- Pay/AfC