

Freedom of Information Act 2000 disclosure log entry

Reference

18-19347

Date sent

22/02/2019

Subject

Formal Staff Grievances 2013/14 to 2018/19 to date

Details of enquiry

1. Please advise for each of the years 2018/19 year to date, How many formal grievances were lodged by trust staff?
 - a) 2017/18
 - b) 2016/17
 - c) 2015/16
 - d) 2014/15
 - e) 2013/14
2. For the total number of formal grievances in the period 2013/14 to 2018/19 year to date, please advise how many of the grievances were upheld.
3. If the information is held centrally and providing the following information can be done within cost limits,
 - a) Please give a broad breakdown of the demographics of staff who raised formal grievances in the whole period (2013/14 to 2018/19 year to date)
 - b) Please give a broad breakdown of the types of formal grievances raised in the whole period (2013/14 to 2018/19 year to date)

If the information for questions 3(a) and 3(b) is not centrally held, please advise of this.

Response Sent

1. Please advise for each of the years 2018/19 year to date, How many formal grievances were lodged by trust staff?

a) 2018/19 year to date	0
b) 2017/18	3
c) 2016/17	1
d) 2015/16	0
e) 2014/15	1
f) 2013/14	0

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

The table below provides the data surrounding the grievance outcomes.

Year	Upheld	Partially Upheld	Not Upheld
2014/15	1	0	0
2016/17	0	1	0
2017/18	0	3	0

3. If the information is held centrally and providing the following information can be done within cost limits,
- a) Please give a broad breakdown of the demographics of staff who raised formal grievances in the whole period (2013/14 to 2018/19 year to date)
 - i. 2014/15
 Female – Black, Asian and Minority Ethnic Background
 - ii. 2016/17
 Collective grievance – all female from varying ethnic backgrounds.
 - iii. 2017/18
Case 1
 Female - Black, Asian and Minority Ethnic Background

Case 2
 Male - Black, Asian and Minority Ethnic Background

Case 3
 Collective grievance – all female from varying ethnic backgrounds.
 - b) Please give a broad breakdown of the types of formal grievances raised in the whole period (2013/14 to 2018/19 year to date)
 - i) **2014/15**
 Racially inappropriate comment
 - ii) 2016/17
 Alleged inappropriate application of the Trust’s redundancy and redeployment procedure.
 - iii) 2017/18
Case 1
 Alleged breach of Trust procedures implicating the aggrieved.

Case 2
 Discrimination

Case 3
 Inappropriate application of the Trust’s recruitment and selection procedure.