

Ref no: 026280119
 From: Public
 Date: 28/01/19
 Subject: Formal grievances by trust staff

REQUEST & RESPONSE

Formal grievances by trust staff

1. Please advise for each of the years

2018/19 year to date – Less than 5
 2017/18 - Less than 5
 2016/17 – Less than 5
 2015/16 - 5
 2014/15 - 5
 2013/14 - 5

How many formal grievances were lodged by trust staff? **24**

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.

Less than 5

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)

In the whole period (2013/14 to 2018/19) there were:

- 14 grievances raised by females
- 4 raised by males
- 6 were group grievances

Number of Grievances	Ethnic Origin
15	A-White-British
Less than 5	C-Any other White background
Less than 5	L-Asian or Asian British
Less than 5	F- Mixed White &Asian

Less than 5	<i>GF- Mixed – other/unspecified</i>
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Number of Grievances	Age Profile
Less than 5	26-30
Less than 5	31-35
Less than 5	36-40
5	41-45
Less than 5	46-50
Less than 5	51-55
Less than 5	56-60
6	NA - group

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)

Number of Grievances	Types of Grievances
12	Policy & Procedure
8	Terms & Conditions
Less than 5	Respect at work outcome
Less than 5	Duty of Care of an employee
Less than 5	Management
Total 24	

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

NB. If the number is very low (less than 5) the information cannot be disclosed as it could potentially identify the individuals involved, especially if combined with other data, and this would constitute a breach of the Data Protection Act 2018. Therefore, this information is exempt from disclosure under section 40(2) of the Freedom of Information Act 2000 on the grounds that it is personal information.