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14 February 2019

Freedom of Information Request – Ref: FOI 296-1819

Thank you for your recent Freedom of Information request about grievances. Please find our response below.

1. Please advise for each of the years
 - 2018/19 year to date **6**
 - 2017/18 **1**
 - 2016/17 **0**
 - 2015/16 **5**
 - 2014/15 **5**
 - 2013/14 **6**

How many grievances were lodged by trust staff?

2. 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.
2 Upheld, 4 withdrawn and 2 are ongoing.
3. 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)
Information recorded shows:
19 Female - White. Ages recorded are - 2 aged 25 – 40, 5 are aged 41 - 60 and 2 over 60 (Some information undisclosed/not recorded)
3 Male – White. Only age recorded is in the 25 - 40 bracket
 - b) Please give a broad breakdown of the types of grievances raised in the whole period (2013/14 to 2018/19 year to date)
1 Breaks - disability discrimination,
5 Management of Change process/change of role,
2 health related
1 maternity pay,
1 career break not approved,
2 disciplinary related
1 relationship with manager
1 access to photocopier,
3 reference/withdrawal of posts,
1 annual leave,
1 banding,

Yours sincerely,

Lisa Evans

LISA EVANS

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