

Grievances/Bullying & Harassment Complaints

Reference Number: RDF1107-22

Date of Response: 19/12/2022

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

- 1) Please can you detail the number of grievances & bullying and harassment complaints that have been raised in the last 5 years. It would be helpful if you could detail the information in the following table:

	EAST	EAST	NORTHERN	NORTHERN
Year	Number of Grievances Raised	Number of B&H complaints raised	Number of Grievances Raised	Number of B&H complaints raised
1st April 2018 – 31st March 2019	22	19	9	*<5
1st April 2019 – 31st March 2020	15	15	12	5
1st April 2020 – 31st March 2021	24	11	12	8
1st April 2021 – 31st March 2022	22	11	5	*<5
1st April 2022 – 31st November 2022	25	13	N/A	N/A

*<5 - In accordance with Section 40 (2) of the Freedom of Information Act 2000, we are unable to provide figures where the number of staff is less than or equal to five and could risk the identification of those staff and breach Caldicott principles.

In these cases ≤5 is used to indicate that a figure between 1 and 5 is being suppressed

This follows NHS Digital (formerly HSCIC) analysis guidance (2014) which states that small numbers within local authorities, wards, postcode districts, CCG's providers and Trusts may allow identification of staff and should not be published.

2) How many of the above cases remain unresolved as of 31st November 2022.

EAST	EAST	NORTHERN	NORTHERN
Grievances	B&H complaints	Grievances	B&H complaints
12	<5	<5	<5

3) What number of employees, who have raised a grievance or B&H complaint since 1st April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?

The Trust has considered your request, however to provide you with the information requested would require the manual extraction and manipulation of information from various sources. To carry out this work would exceed the appropriate cost limit as set out in Section 12 (1) of the Freedom of Information Act 2000 and is therefore exempt.

Under the Freedom of Information Act 2000 Section 12 (1) and defined in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004, a public authority is not obliged to comply with a request for information if it estimates that the cost of complying would exceed the appropriate limit. The limit of £450 represents the estimated cost of one person spending two and a half days in determining whether the Trust holds the information, locating, retrieving and extracting that information.

It would require a significant amount of time to go into each case to identify who had raised the grievance and/or B&H to then establish whether they have remained in the same role with the Trust by reviewing each off their ESR records. We would need to look to see what job they were doing when they submitted the grievance/ B&H, and then check what they are doing now. There will be no system for this, and it will require people to undertake this. Points to consider would be any changes to name during the time frame. It would exceed 18 hours and we would be unsure that the data would be reliable.

4) What number of respondents* involved in grievance or B&H complaints since 1st April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?

*respondent refers to the person who is the subject of the grievance or bullying and harassment complaint.

The Trust has considered your request, however to provide you with the information requested would require the manual extraction and manipulation of information from various sources. To carry out this work would exceed the appropriate cost limit as set out in Section 12 (1) of the Freedom of Information Act 2000 and is therefore exempt.

Under the Freedom of Information Act 2000 Section 12 (1) and defined in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004, a public authority is not obliged to comply with a request for information if it estimates that the cost of complying would exceed the appropriate limit. The limit of £450 represents the estimated cost of one person spending two and a half days in determining whether the Trust holds the information, locating, retrieving and extracting that information.

This would require a significant amount of time to go into each case to identify who the respondent/s were who had the grievance and/or B&H raised against them and to then establish whether they have remained with the Trust. We would need to look to see what job they were doing when they submitted the grievance/ B&H, and then check what they are doing now. There will be no system for this, and it will require people to undertake this. Points to consider would be changes to name. It would likely exceed 18 hours and we would be unsure that the data would be reliable

