

Governance & Risk Department
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Website: <http://www.elft.nhs.uk>

Our reference: FOI DA3010

I am responding to your request for information received 27th January 2019.
This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Merlene Shillingford
Information Governance Officer

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision. If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 01625 545700

Web: www.informationcommissioner.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention

Request:

Question 1: Please advise for each of the years

2018/19 - 13 year to date

2017/18 - 14

2016/17 - 24

2015/16 - 0-5

2014/15 - 0-5

2013/14 - 0-5

How many formal grievances were lodged by trust staff?

Answer:

2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019
*0-5	*0-5	*0-5	24	14	13

*Section 40 of Freedom of Information Act provides an exemption if the information requested is personal data protected by the Data Protection Act. We are therefore exercising our right under Section 40 to not disclose this to you because this is personal information regarding particular individuals.

As there were only a small number of formal grievances lodged by East London NHS Foundation Trust staff in the periods 2013/2014, 2014/2015 and 2015/2016, providing this information would risk individuals being identified and confidential data disclosed.

Question 2. For the total number of formal grievances in the period 2013/2014 to 2018/19 year to date, please advise how many of the grievances were upheld.

Answer:

2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019
0	*0-5	*0-5	8	*0-5	*0-5

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As there were only a small number of formal grievances in the periods 2014/2015, 2015/2016, 2017/2018 and 2018/2019 year to date were upheld providing this information would risk individuals being identified and confidential data disclosed.

Question 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)

Answer:

Age Range(s)	Number
0 -16	0
16-30	<5**
31-45	<5**
46-60	18

61-75	<5**
76+	<5**
*Age range(s) not specified	28

*Information not specified for the demographics of staff who raised formal grievances in the whole period 2013/14 to 2018/19 year to date.

**Section 40 of Freedom of Information Act provides an exemption if the information requested is personal data protected by the Data Protection Act. We are therefore exercising our right under Section 40 to not disclose this to you because this is personal information regarding particular individuals. As there were only a small number of individuals, providing this information would risk individuals being identified and confidential data disclosed.

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).

Answer:

	Number(s)
Management Decision or against manager	21
Other	16
Policy and Procedure	10
Pay	*<5
Breach of confidentiality	*<5
Bullying and Harassment	9
Colleague	*<5
No Information	*<5

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As there were only broad breakdowns of the types of formal grievances raised in the period 2013/14, 2014/2015, 2015/2016, 2017/2018 and 2018/2019 year to date, providing this information would risk individuals being identified and confidential data disclosed.