

**Information Governance**

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Web: [www.oxfordhealth.nhs.uk](http://www.oxfordhealth.nhs.uk)

13 February 2019  
Reference no.18190386

Dear

**Request for Information: Freedom of Information Act**

Thank you for your email of 16<sup>th</sup> January making a request for information under the Freedom of Information Act. You requested the following information and the Trust is able to provide the information below in response:

Request:

**Grievances by trust staff**

1. Please advise for each of the years

2018/19 year to date

2017/18

2016/17

2015/16

2014/15

2013/14

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.

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)

b) Please give a broad breakdown of the types of grievances raised in the whole period (2013/14 to 2018/19 year to date)

Response:

The Trust is able to provide the following information:

1 and 2:

Year	Grievances	Upheld
2013	19	3
2014	27	5
2015	23	5
2016	22	4
2017	23	4
2018	26	2
2019	1	0

3.

Year	Male	Female	Unspecified
2013	7	12	
2014	7	19	1
2015	7	15	1
2016	4	15	3
2017	6	12	5
2018	5	19	2
2019	0	1	

If you are concerned with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to me and I will ensure the decision is reviewed. The Trust will consider undertaking a review if requested to do so within 40 working days of the date the response is received by the applicant, and will apply discretion if a longer period of time has passed.

Should you wish to make a complaint as a result of the outcome of such a review, you may apply directly to the Information Commissioner's Office (ICO) for a decision.

Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Trust for FoI Act matters.

The ICO can be contacted at:

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

Please contact me if there are any further queries.

Kind regards,

Yours sincerely,

Mark Underwood

Head of Information Governance