

Date: 11 February 2019

Re: Freedom of Information Request
Ref: 14- 2019

Thank you for your email dated 16th January 2019 requesting information regarding staff grievances.

The information that you require is as follows:

1. Please advise for each of the years:

How many grievances were lodged by trust staff?

2018/19 year to date - 5

2017/18 - 10

2016/17 - 4

2015/16 - 8

2014/15 - 3

2013/14 - 2

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.

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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)

White British
White Polish

Black British - African

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

Bullying & Harassment
Job Evaluation Process
Industrial Injury
Change Management
Break in Service

Should you require any further information please do not hesitate to contact me on the email address provided below.

Please remember to quote the reference number above in any future communications.

If you are dissatisfied with the handling of your request, you have the right to ask for this to be investigated internally.

If you are dissatisfied with the information you have received, you have the right to ask for an internal review.

Both processes will be handled in accordance with our Trust's Freedom of Information Policy and the Freedom of Information Act 2000.

Internal investigation and internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Freedom of Information Review, The Clatterbridge Cancer Centre NHS Foundation Trust, Clatterbridge Road, Bebington, Wirral, CH63 4JY

If you are not satisfied with the outcome of the internal investigation/review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

In order for us to ensure customer satisfaction and to monitor compliance with the Freedom of Information Act 2000, we would be grateful if you could take a couple of minutes to complete a short feedback form via the link below:

<https://www.surveymonkey.co.uk/r/H39RFMM>