

Dear

I am writing to respond to your request sent on the 28th October 2016. OUH can confirm that it holds the data that you requested

- How many staff Grievances have been brought each year under the Grievance procedure?

Year	Grievances
2011	6
2012	18
2013	16
2014	13
2015	10
2016	7

- How many of those have been upheld for each year? How many not upheld?

Year	Upheld	Not Upheld
2011	2	2
2012	3	5
2013	6	2
2014	3	2
2015	5	1
2016	1	2

- How many of those not upheld left their jobs within 6 months of the outcome of the grievance?

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- Please categorise the grievances brought and how many brought for each category and how many upheld in each category an example of a category being bullying.

Reason	Upheld in full	Upheld in part	Total Grievances raised
Age	0	1	3
Disability	0	0	3
Organisational Change	0	2	6
Other	0	5	27
Other Working Conditions	0	1	9
Policy and Procedure	0	3	9
Racial	0	0	2
Sexual Orientation	0	0	2
T&Cs: Job Evaluation	1	1	4
T&Cs: Other	0	0	4
Health and Safety	0	0	1

- How many days of sickness have been lost through work related stress and bullying for each year?

Information not readily available

- How many decisions of not upheld were appealed for each year?

Year	Not upheld appealed	Upheld in part appealed
2012		1
2013	0	0
2014	2	1
2015	4	1

- How many decisions were overturned on appeal for each year?
0
- Have there been any challenges to the Trust's policies which deal with staff grievances? If so how many for each year? Were any of the challenges upheld?
Information not readily available

Yours sincerely,