

**Freedom of Information Request**

**Ref: UHB 20-016**

28 January 2020

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

1. Could you please provide details and numbers of all formal grievances received within the Trust concerning staff between January 2014 and December 2019.

The trust has received 129 grievances within that timeframe.

2. By details I mean whether it was an allegation of bullying, harassment etc. I appreciate I won't be given any identifiable information.  
Could you also give me the outcomes of all the decisions, by this I mean if the grievance was upheld and a disciplinary procedure was started along with the outcome of the disciplinary?

This information is held on manual records as well as computer and it would take more than 18 hours to complete including requesting and paying for archive records to be retrieved and it is therefore exempt from disclosure under Section 12 of the FOI Act 2000.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. 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:

Director of Corporate Governance  
University Hospitals Bristol NHS Foundation Trust  
Trust Headquarters  
Marlborough Street  
Bristol  
BS1 3NU

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

If you are not content with the outcome of the internal 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

### Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**FOI Team**  
**UH Bristol NHS Foundation Trust**