

Request under Freedom of Information Act 2000

**Request Ref: NGFOI 18/19: 549**

Thank you for your request for information received at Northampton General Hospital NHS Trust (NGH) on 16/01/19.

I am pleased to be able to provide you with the following information:

*Grievances by trust staff*

1. Please advise for each of the years

2018/19 year to date	<b>11</b>
2017/18	<b>8</b>
2016/17	<b>9</b>
2015/16	<b>2</b>
2014/15	<b>6</b>
2013/14	<b>0</b>

How many grievances were lodged by trust staff? **36**

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. **11**

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>White British</b>	<b>72%</b>
<b>Asian or Asian British Indian</b>	<b>8%</b>
<b>Asian Bangladeshi</b>	<b>5%</b>
<b>Black or Black British African</b>	<b>2%</b>
<b>Undefined</b>	<b>8%</b>
<b>Black or Black British Jamaican</b>	<b>2%</b>

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

<b>Employment issue</b>	<b>58%</b>
<b>Breach of confidentiality</b>	<b>2%</b>
<b>Inappropriate behaviour</b>	<b>36%</b>
<b>Data Protection</b>	<b>2%</b>