

## FOI\_1304\_2023-24 – FOI Request Concerning – Complaints

Please provide information regarding complaints received by your organisation's HR department between January 2021 and August 2023 that concern senior members of staff, with suitable redactions.

For the purposes of this request, by "senior", I mean consultant-level doctors, board members, and any other staff at agenda for change grades 8a or above.

### 1. Please specify:

- a. The date of the complaint
- b. The relationship of the complainant to the person making the report
- c. The nature of that complaint
- d. The complaint route and the outcome (as you can see in the example below).

Date of complaint	Relationship of complainant	Complaint/Issue	Complaint route	Outcome
May 2021	Employee against colleague	Concerns raised regarding colleagues' performance and conduct	Early resolution	Early resolution with action plan
June 2021	Employee	Dispute over job plan	Formal resolution	Job plan agreed
October 2021	Employee	Complaint re aspects of the termination of fixed term contract	Formal grievance	Partially upheld
October 2021	Employee against colleague	Relationship conflict	Early resolution	Early resolution.
March 2023	Employee against colleague	Complaint re sexual harassment	Formal investigation	No case to answer. Learning identified. Training and local action plan in place and working through rebuilding relations.
August 2023	Employee against manager	Inappropriate conduct	Formal investigation	Ongoing
August 2023	Collective complaint from staff towards management	Perceived bullying and harassment	Formal investigation	Ongoing

### 2. Please also provide the total number of staff at your organisation

4,370