

Reference:	FOI.6514.21
Subject:	Grievances raised in the Paediatric department
Date of Request:	20 July 2021

Requested:

1. Number of grievances booked in the Paediatric department over the past 10 years? Against the staff of the Paediatric department of both the acute/hospital Paeds and community child health departments. Total number over last 10 years.
2. Number of grievances booked in
 - i) acute/hospital Paeds and number booked in
 - ii) community child health departments
3. How many were directed against
 - i) Clinicians
 - ii) Nurses
 - iii) Management staff?
4. For each case what was the reason for the grievance to be put in? (Bullying etc.).

For e.g. total five grievances that were booked for both the acute and community paed within the last 10 years - 4 for acute/hospital team, 1 for community paed; 3 grievances (3 out of the total 5) were against clinicians – 2 for discrimination of trainees and 1 for bullying of colleague – and so on. 2 (2 out of the total 5) were for nurses – both for discrimination of student nurses. This is just an example.

Response:

1. Hywel Dda University Health Board (UHB) confirms that six (6) grievances were submitted against the Paediatric Department and Community Paediatrics, including Health Visiting and School Nursing, during the period 2011 and 2021.
2. – 4. The UHB is unable to provide a full breakdown of the information requested, due to the low numbers of cases (5 and under), as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act 2018/General Data Protection Regulations 2016 (GDPR), as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles 6 and 9 of the GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

In reaching this decision, the Data Protection Act 2018/General Data Protection Regulations 2016 define personal data as data which relates to a living individual who can be identified solely from that data or from that data and other information which is in the possession of the data controller.

However, the reasons for the grievances have been provided within the table below, during the period 2011 to 2021.

Reason for grievance
Bullying - colleague
Bullying - management
Management process
Other department