

Reference:	FOI.024
Subject:	Staff grievances
Date of Request:	19 January 2019

Requested

Please advise for each of the years

- 2018/19 year to date
- 2017/18
- 2016/17
- 2015/16
- 2014/15
- 2013/14

1. How many formal grievances were lodged by health board staff?
2. For the total number of formal grievances in the period 2013/14 to 2018/19 year to date, please advise how many of the grievances were upheld.

If the information is held centrally,

3. Please give a broad breakdown of the demographics of staff who raised formal grievances in the whole period (2013/14 to 2018/19 year to date)
4. Please give a broad breakdown of the types of formal grievances raised in the whole period (2013/14 to 2018/19 year to date)

Response:

The table below provides the information requested regarding staff grievances that were made between the 1 April 2013 and 19 January 2019.

Year	No of formal grievances lodged	No of grievances upheld	Demographics of staff	Type of grievance
2019	0	N/A	Hywel Dda University Health Board (UHB) does not centrally record staff demographics.	N/A
2018	15	4 - all upheld 7 - part upheld		3 @ Terms & Conditions 1 @ Job Evaluation Process 10 @ Unacceptable Behaviour 1 @ Disability
2017	13	4 - all upheld 3 - part upheld		1 @ Terms & Conditions 4 @ Job Evaluation Process 2 @ Investigation process 1 @ Flexible Working Applications 4 @ Unacceptable Behaviour 1 @ Disability
2016	26	3 - upheld 6 - part upheld		3 @ Terms & Conditions 1 @ Job Evaluation Process

				<ul style="list-style-type: none"> 4 @ Investigation process 1 @ Flexible Working Applications 15 @ Unacceptable Behaviour 1 @ Recruitment 1 @ Disability
2015	19	<ul style="list-style-type: none"> 9 - upheld 5 - part upheld 		<ul style="list-style-type: none"> 5 @ Terms & Conditions 2 @ Application of terms re Organisational Change Policy (OCP) 3 @ Job Evaluation Process 5 @ Investigation process 2 @ Flexible Working Applications 3 @ Unacceptable Behaviour 1 @ Study Leave Application
2014	4	<ul style="list-style-type: none"> 1 - upheld 1- part upheld 		<ul style="list-style-type: none"> 1 @ Terms & Conditions 1 @ Application of terms re OCP 1 @ Flexible working application 1 @ Unacceptable behaviour