

Ref: FOI/CAD/ID 3315

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Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to grievance complaints in the last five years.

1. *The number of all the Grievance complaint cases dealt with by MTW Trust in the last five years?*
2. *The outcome of these cases:*
 - a. *Numbers and percentage of Grievance cases accepted*
 - b. *Numbers and percentage of Grievance cases upheld*
 - c. *Number of staff members suspended, demoted or sacked within a year of making a grievance complaint.*
3. *Numbers and percentage of cases made by BME members of staff.*
4. *Outcome of BME grievance complaints in numbers and percentage as successful or upheld*
5. *Number of BME staff members suspended, demoted or sacked within a year of making a grievance complaint.*

1. There were a total of 120 grievance complaints cases which were dealt with by the Trust in the last five years.

2. (a) All grievance cases are accepted.
(b) A total of 19 (15.83%) grievances were Upheld and 8 (6.66%) were partially upheld
(c) No member of staff has been suspended, demoted or sacked within a year as a result of making a grievance complaint.

3. A total of 18 (9.83%) grievances were received from BME members.

4. A total of 2 (11.11%) grievances from BME member were upheld and 1 (5.55%) partially upheld.

5. Please see the response to 2(c) above.