

Ref: FOI/GS/ID 8420

**Please reply to:**  
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 Trust Management  
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05 September 2023

### 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 complaints concerning senior members of staff.

*You asked: All questions are shown as received by the Trust.  
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.*

Trust response:

Date of Grievance	Relationship of Complainant	Grievance Allegation	Grievance Route	Outcome
2021	Staff member against manager	Alleged unprofessional behaviour	Written	Informal Outcome
2021	Staff member against staff member in different department	Alleged poor behaviour	Verbal	Upheld
2021	Staff member against lead manager	Alleged inappropriate recruitment process	Written	Partially upheld
2022	Staff member against colleague	Alleged bullying	Written	Upheld
2022	Staff member against manager's	Allegedly performance process not being followed. Alleged unprofessional behaviour	Written	Not upheld

2022	Staff member against associate director	Alleged unprofessional behaviour	Written	Upheld
2022	Staff member against manager	Alleged IG breach	Written	Withdrawn
2022	Consultant against other member of staff	Alleged unprofessional correspondence	Written	Not upheld
2022	Staff member against manager's	Alleged discrimination	Written	Not upheld
2023	Staff member against manager	Alleged disability discrimination and failure to make reasonable adjustments	Written	Not upheld
2022	Staff member against consultant and colleague	Alleged bullying and unsupported	Written	Not upheld
2023	Staff member against manager	Alleged bullying and unsupported by Trust	Written	Withdrawn
2023	Staff member against manager	Alleged bullying	Written	Not upheld
2023	Staff member against manager	Alleged discrimination in recruitment process	Written	Not upheld

Due to the very small number of cases and in order to protect the confidentiality of the staff members the Trust has decided that further more detailed information be refused using the limitations available under Freedom of Information Act 2000 Section 40(2) (personal information).