



**Maidstone and
Tunbridge Wells**
NHS Trust

Ref: FOI/GS/ID 8444

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
Hermitage Lane
Maidstone, Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net
www.mtw.nhs.uk

08 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 Formal Grievances.

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

- 1. The number of Formal Grievances lodged by employees at Maidstone and Tunbridge Wells NHS Trust since the 1st January 2015.*
- 2. The number of occasions on which the Trust employed the use of a protected conversation in their handling of a Formal Grievance by an employee in the same time period.*
- 3. The number of those protected conversations which went on to lose their legal protection as a result of improper behaviour on behalf of the Trust's representative. Improper conduct includes but is not limited to:*
 - all forms of harassment, bullying and intimidation, including through the use of offensive words or aggressive behaviour;*
 - physical assault or the threat of physical assault and other criminal behaviour;*
 - all forms of victimisation;*
 - discrimination because of age, sex, race, disability, sexual orientation, religion or belief, transgender, pregnancy and maternity and marriage or civil partnership; and*
 - putting undue pressure on a party*

Trust response:

1. 183
2. This information is not recorded
3. This information is not recorded.