



By email

hpmalexander@gmail.com

Our ref: 16/01/mu/1084

11 February 2019

Dear Dr Minh Alexander

Re: Staff grievances

Thank you for your request received on 16 January 2019 addressed to Public Health England (PHE). In accordance with Section 1(1)(a) of the Freedom of Information Act 2000 (the Act) I can confirm that PHE holds the information you have specified.

You asked:

1. 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 grievances were lodged by PHE staff?

PHE has only recently begun recording a detailed year on year analysis of its grievances held since 2016/17 and therefore data is only available from this time.

2018/19 year to date = 17

2017/18 = 31

2016/17 = 30

2. *For the total number of grievances in the period 2013/14 to 2018/19 year to date, please advise how many of the grievances were upheld.*

For the years that we hold data the number of grievances upheld were:

In 2016/17 30 grievances were received of which:

- 1 grievance – individual - fully upheld
- 1 grievance – individual - partially upheld

In 2017/18 31 grievances were received of which:

- 1 grievance – individual - partially upheld

In 2018/19 to date 17 grievances have been received of which:

- 1 grievance – bullying and harassment – partially upheld

3. *If the information is held centrally,*

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

The broad demographics of staff who raised grievances in years where data is held:

	Year		Year to Date
Ethnicity	2016/17	2017/18	2018/19
White	18	12	11
BAME	9	11	5
Not Stated	3	8	1
Total	30	31	17

	Year		Year to Date
Gender	2016/17	2017/18	2018/19
Male	6	8	7
Female	24	22	10
Not Known	0	1	0
Total	30	31	17

b) Please give a broad breakdown of the types of grievances raised in the whole period (2013/14 to 2018/19 year to date)

Grievances Case Type	Year		Year to Date
	2016/17	2017/18	2018/19
Bullying and Harassment	6	3	6
Individual	24	18	2
Other	0	5	5
Terms and Conditions	0	5	4
Total	30	31	17

If you have any queries regarding the information that has been supplied to you, please refer your query to me in writing in the first instance. If you remain dissatisfied and would like to request an internal review, then please contact us at the address above or by emailing foi@phe.gov.uk

Please note that you have the right to an independent review by the Information Commissioner's Office if a complaint cannot be resolved through the PHE complaints procedure. The Information Commissioner's Office can be contacted by writing to Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely

Mohsena Uddin
FOI team