

26 November 2021

Information Rights & Compliance Team
99 Waverley Road
St Albans
Hertfordshire
AL3 5TL

Tel: 01727 804954
Email: Hpft.foi@nhs.net

Our Ref: FOI/04023

Thank you for your request concerning staff grievances and disability.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

I am writing to request the following information from 2000 to 2021:-

1. How many discrimination grievances have been brought against HPFT since 2013?

8 grievances relating to direct discrimination have been brought against HPFT since 2013.

2. How many claims registered with the employment tribunal?

Two claims were brought to an employment tribunal.

3. How many were upheld?

Of the two claims brought before the tribunal, one was upheld and one was dismissed.

4. How many employees are currently on longterm sickness?

93 employees are currently on long term sickness.

5. How many employees left HPFT due to disability?

This information is not held. The Trust does not record leaver information by reason of disability.

6. How many employees left whilst in the process of grievance and therefore were not upheld?

There have been no recorded instances of an employee leaving during a grievance which was subsequently not upheld because the employee had left the Trust.



7. *How many employees have received reasonable adjustments due to disability.*

The Trust does not hold information on all employees who have received reasonable adjustments due to disability in a reportable format. These records would be held at individual level, between staff and their line manager.

Please be aware that employee relations information is only available from 2013 onwards. It is important to note that HPFT was formed in 2007.

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

**Sue Smith
Information Rights Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

