

21 May 2025

Information and Policies Related to Grievances

Number of employee grievances submitted in the following periods; April 2022–March 2023, April 2023–March 2024 and April 2024-to date.

The table below outlines the number of grievances submitted and addressed via the Grievance Policy in each of the periods and number of grievances that were upheld partially and fully.

Year ^	Grievances submitted and addressed via the grievance policy
April 22 - March 23	15
April 23 - March 24	31
April 24 to date	18

Please note that these grievances have been recorded, co-ordinated and managed by the Employee Relations Team within the Human Resources & Organisational Development within the Trust. Each grievance received has been categorised as to the financial year in which it was received. The majority of grievances received in the time period have been addressed informally and have not progressed to a formal hearing.

For each of the above periods, how many of those grievances submitted, were upheld (a) partially and (b) fully.

The number of grievances partially upheld and upheld following a formal grievance hearing have not been reported because the figure is less than 5.

For each of those periods, how many of those staff who submitted a grievance were subsequently investigated under the Regional Disciplinary Policy (a) which was relevant to TOR raised in grievance investigation process and (b) was not relevant to the terms of reference raised in grievance investigation process.

None of the staff who submitted a grievance addressed through the Grievance Policy during these periods were subsequently investigated under the Regional Disciplinary Policy.

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BHSCT policy and procedure for ensuring adequate provision of Duty of Care to employees following receipt of a complaint made against them.

We are unclear as to the type of complaint that is being referred to and the associated policy that would therefore be applicable. There are a range HR policies which all refer to support measures available to staff members.

Additionally staff members are made aware of the confidential sources of support offered by the Trust. These include BWell Website, Belfast Recovery College, Mind Ur Mind Toolkit, Lifeline Helpline Staff Care Counselling and Occupational Health Services.

BHSCT policy and procedure for Fraud.

Please see the Fraud Policy used by the Belfast Health and Social Care Trust which is within the attachment

BHSCT Grievance policy and procedure, specifically identifying (a) the role and involvement of your HR department and (b) those responsible for communicating and/all delays in the investigation process, in writing, with the affected employee (employee who initially raised the grievance).

Please see the Grievance Policy and Procedure used by the Belfast Health and Social Care Trust which is within the attachment