

09 June 2026

ER escalation standards and redeployment / JD / JE processes

1. The documented standard, policy or procedure governing Employee Relations handling of a formal escalation alleging reasonable-adjustment failure, disability detriment or unsafe handling where mental-health vulnerability has been disclosed.

Staff may raise concerns regarding any of the above points under the Trust Conflict, Bullying and Harassment Policy or via the Trust Grievance Procedure. Copies of these policies are attached.

2. In particular, any target response times, mandatory ownership/allocation requirements, risk-assessment requirements, reasonable-adjustment flags, escalation routes and senior HR/OD oversight requirements for such escalations.

Nil response

3. For each year 2017-2026, how many staff were redeployed or placed into alternative posts where no job description existed at the date of placement, if held?

Information not centrally held by HR

4. For each year 2017-2026, the average and longest time from placement to provision of a job description, if held.

Information not centrally held by HR

5. For each year 2017-2026, the average and longest duration of job-evaluation or job-description review processes, if held.

New Posts (Provisional Banding)	New Posts (Full Banding)	Changed Jobs	Changed Job Reviews	Changed Job Full Job Evaluation	Changed Job Full Job Evaluation Review
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09 June 2026

Year Received	Average Duration (years)	Longest Duration (years)	Average Duration (years)	Longest Duration (years)	Average Duration (years)	Longest Duration (years)	Average Duration (years)	Longest Duration (years)	Average Duration (years)	Longest Duration (years)	Average Duration (years)	Longest Duration (years)
2017	0.08	0.23	0.00	0.00	1.27	3.07	0.73	1.09	4.79	5.01	0.00	0.00
2018	0.07	0.35	0.93	0.93	1.14	3.12	0.00	0.00	3.96	3.96	0.00	0.00
2019	0.07	0.38	0.00	0.00	1.03	2.53	0.00	0.00	2.71	3.20	2.24	2.24
2020	0.06	0.50	0.00	0.00	0.68	2.00	0.00	0.00	0.00	0.00	0.00	0.00
2021	0.07	0.47	0.33	0.33	0.37	1.46	0.00	0.00	0.00	0.00	0.00	0.00
2022	0.07	0.59	0.04	0.05	0.59	2.74	1.15	2.09	1.98	1.98	0.00	0.00
2023	0.08	0.42	0.00	0.00	0.73	2.74	0.62	1.08	1.45	2.33	0.00	0.00
2024	0.09	0.37	0.00	0.00	0.62	1.76	0.79	1.43	1.48	1.48	0.00	0.00
2025	0.08	0.38	0.00	0.00	0.42	1.27	0.64	1.04	0.00	0.00	0.00	0.00
2026	0.07	0.26	0.00	0.00	0.16	0.35	0.33	0.33	0.00	0.00	0.00	0.00

6. How many JE or JD review processes took more than one, two, three, four and five years, if held?

Received	New Posts (Provisional Banding)					New Posts (Full Banding)					Changed Jobs Matching					Changed Job Reviews					Changed Job Full Job Evaluations					Changed Job Full Job Evaluation Reviews				
	Years					Years					Years					Years					Years					Years				
	> 1	> 2	> 3	> 4	> 5	> 1	> 2	> 3	> 4	> 5	> 1	> 2	> 3	> 4	> 5	> 1	> 2	> 3	> 4	> 5	> 1	> 2	> 3	> 4	> 5	> 1	> 2	> 3	> 4	> 5
20											2																			
17	0	0	0	0	0	0	0	0	0	0	7	8	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0
20											2																			
18	0	0	0	0	0	0	0	0	0	0	1	7	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
20											2																			
19	0	0	0	0	0	0	0	0	0	0	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
20																														
20	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20																														
21	0	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20											1																			
22	0	0	0	0	0	0	0	0	0	0	3	3	0	0	0	4	1	0	0	0	1	0	0	0	0	0	0	0	0	0
20											1																			
23	0	0	0	0	0	0	0	0	0	0	6	4	0	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0

