

Reference: FOI.ICB-2526/003

Subject: NHS Staff of Grievances, Disciplinary and Bullying & Harassment (dignity at work) Complaints

I can confirm that the ICB does hold the information requested; please see responses below:

QUESTION	RESPONSE																
<p><u>NHS Staff related FOI request</u></p> <p>Please can you detail the number of grievances, disciplinarys and bullying & harassment (dignity at work) complaints that have been raised since 1st July 2022.</p> <p>It would be helpful if you could detail the information in the following table:</p>	<p>The data provided below only relates to Bristol, North Somerset and South Gloucestershire Integrated Care Board (BNSSG ICB) staff. For data held by other NHS organisations in the BNSSG area, those organisations would need to be contacted directly.</p> <table><tr><th>Year</th><th>Number of Grievances</th><th>Number of Disciplinary Investigations</th><th>Number of B & H (DaW)</th></tr><tr><td>1st July 2022 – 31st March 2023</td><td><5</td><td>0</td><td>0</td></tr><tr><td>1st April 2023 – 31st March 2024</td><td><5</td><td>7</td><td><5</td></tr><tr><td>1st April 2024 – 31st March 2025</td><td><5</td><td><5</td><td><5</td></tr></table>	Year	Number of Grievances	Number of Disciplinary Investigations	Number of B & H (DaW)	1 st July 2022 – 31 st March 2023	<5	0	0	1 st April 2023 – 31 st March 2024	<5	7	<5	1 st April 2024 – 31 st March 2025	<5	<5	<5
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	Please note that '<5' has been used where the numbers are under 5 as this could potentially make the individuals identifiable.
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The information provided in this response is accurate as of 1 May 2025 and has been approved for release by Samantha Hill, Senior People Business Partner for NHS Bristol, North Somerset and South Gloucestershire ICB.