

2th December 2015

Ref: FOI 2167

Dear Sir/Madam,

Thank you for your recent Freedom of Information request regarding HR investigation in Homerton Hospital Trust.

The Trust can provide the following information:

- 1. How many on-going HR investigations are currently under way?** 30 in total
- 2. How many of these are grievances, disciplinary, complaints etc.?** 23 Disciplinary, 4 Grievances, 3 Whistleblowing
- 3. What is the average length of time for a grievance investigation?** 12 weeks is the HR KPI. 75% of live Grievances cases as at October are within this KPI.
- 4. How long did the longest and shortest grievance investigations take to complete? On average.** Unable to answer this as we do not have the tool to determine this, however, as at October 2015 75% of grievances were managed within the 12 week KPI.
- 5. How are grievances measured in terms of success?** Resolution/conclusion/timescales met/employee satisfied with the outcome/Appeal received/Appeal overturned.
- 6. For all of the grievances that took place in the financial year 2013/ 2014 – please detail the successfulness (or not) of those investigations.** We have started to monitor effectively from April 2014, and this was reviewed in June 2015. We are unable to define the successfulness of each investigation, as this will vary according to the relevant HR procedure being used and the outcomes sought by the Trust and or the employee.

If you have any queries about this response please contact the information governance manager at foi@homerton.nhs.uk, in the first instance. If, following that, you still have any concerns, you may contact the Information Commissioner either by letter, FOI/EIR Complaints resolution, Wycliffe House, Water Lane, Wilmslow, Cheshire SM9 5AF, or by email www.informationcommissioner.gov.uk to take them further.

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Yours sincerely

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Information Governance Manager/Deputy Calidcott Guardian

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