



Kent and Medway
NHS and Social Care Partnership Trust

Information Governance & Records Management Department

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Kent
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Sent via email

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Dear [REDACTED]

Request for Information

I write further to your request FOI ID 49106 under the Freedom of Information Act 2000 regarding: -

Grievances, disciplinaries & bullying and harassment (dignity at work) complaints that have been raised in the last 3 years.

Your request is set out below:

Please can you detail the number of grievances, disciplinaries & bullying and harassment (dignity at work) complaints that have been raised in the last 3 years. It would be helpful if you could detail the information in the following table:

We only introduced the case management system in September 2023. Therefore, in order to extract the requested information for the time period dated 01/04/2022 – 30/09/2023 and collate the results would require a manual exercise to identify and review staff records and would exceed the appropriate time limits, as per the Freedom of Information Act 2000 section 12(1) which does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

The case management system does not differentiate between grievances and dignity at work complaints so total number are provided below.

Year	Number of Grievances and Dignity at Work Complaints	Number of Disciplinary Investigations
1 st April 2023 – 31 st March 2024	20 (from October 2023- March 2024)	32 (from October 2023 – March 2024)
1 st April 2024– 31 st March 2025	29	36

We are proud to be smoke free

Trust Chair – Dr Jackie Craissati
Chief Executive – Sheila Stenson

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely

On Behalf of
The Information Governance Department