

Trust Headquarters
Russells Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-042025-0001551

Date: 9.7.25

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000.

Request

I'm writing under the Freedom of Information Act 2000 to request information about complaints submitted by the midwives, nurses and doctors working at your trust.

From 1 Jan 2023 up to and including 15 April 2025, can you please tell me the following:

1. The number of grievances submitted by midwives, broken down into the nature of the complaint, including but not limited to:
 - Bullying and harassment
 - Work relations
 - Terms and conditions of employment
 - Health and safety

Please break this down by year and month.

- For "bullying and harassment" and "work relations" (above) please provide us with the trust's summary of each grievance
- submitted by midwives and, where relevant, the outcome. Where necessary, please remove identifying details.
- The number of grievances submitted by doctors. Please break this down by year.
- The number of grievances submitted by nurses. Please break this down by year.

Response

As per NHS Digital rules the Trust does not publish numbers lower than 5 as this could lead to the identification of the persons involved, Exemption Section 40(2) of the Freedom of Information Act is applied.

All Freedom of Information requests are published on the FOI request disclosure log on the external website and with the low numbers even providing a summary of the details with redactions it could still make this identifiable.

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|---|
| <ol style="list-style-type: none">1. The number of grievances submitted by midwives, broken down into the nature of the complaint, including but not limited to: Please note we are unable to break this down into Midwives. The data below is provided for all Nursing and Midwifery registered staff. |
|---|

	01/01/23 to 31/03/23	01/04/2023 to 31/03/2024	1/04/024 to 31/03/25	01/04/2025 to 15/04/2025
Bullying and harassment/Work relations	0	0	5	0
Terms and conditions of employment/ health and safety (Grievance)	0	11	11	<5

Please note we have broken this down into year not months due to low numbers of cases.

- Bullying and harassment would include work relations
- Grievance would encompass the following categories - Trust policies and procedures, working conditions, pay and benefits, terms and conditions of employment, health and safety

• The number of grievances submitted by doctors. Please break this down by year.				
	01/01/23 to 31/03/23	01/04/2023 to 31/03/2024	1/04/024 to 31/03/25	01/04/2025 to 15/04/2025
Grievances	0	7	5	<5

• The number of grievances submitted by nurses. Please break this down by year. – This is provided in table 1 which relates to Nursing and Midwifery registered staff				
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If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
Trust Headquarters
Russell’s Hall Hospital
Dudley
West Midlands
DY1 2HQ
Email: dgft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team
The Dudley Group NHS Foundation Trust

