



University of East Anglia

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[REDACTED]

20 January 2016

Dear [REDACTED]

Freedom of Information Act 2000 – Information request (ref: FOI_15-273)

We have now considered your request of 23 December 2015 as clarified on 08 January 2016 for information related to the handling of employee grievances at UEA. Our response is on pages 2-3 of this letter, together with a copy of your request, and we hope this will meet your requirements.

Please note that any material over which UEA has copyright is released on the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information provided.

You have the right of appeal against this response. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal within 60 calendar days of the date of this letter. Any appeal received after that date will not be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

https://ico.org.uk/Global/contact_us, or by telephone on 0303 123 1113.

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Dave Palmer
Information Policy and Compliance Manager
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI_15-273)

Original request:

- *Since January 1, 2010, how many Grievances have been raised by employees?*
 - o *Of these, how many were handled through the UEA's informal route?*
 - o *How many went to a full hearing?*
- *Of those handled informally, how many were upheld?*
- *Of those that went to a full formal hearing, how many were upheld?*

As amended on 08 January 2016:

(1) How many Grievances have been raised by employees that were handled informally and went no further.

(2) Of those that started informally, how many went to the formal procedure

(3) I guess it is worth adding that if there were any that went straight to the formal process, I would like to know those as well

The response to all the above questions are presented within the table below. We note that no reference was made in the revised question to the outcome of grievances (i.e. your questions regarding how many were 'upheld') but we have assumed that this is still relevant and therefore have included this data. However, we have made one slight alteration in noting the distinction between cases that are 'upheld' and those that are 'partially upheld'.

Question	Total
Total Number of Grievances	48
Number of grievances handled via UEA's informal route that went no further	18
Number of grievances started informally which then moved to formal procedure	4
Number of grievances going straight to formal process	26
Number of informal route grievances that were upheld	1
Number of informal route grievances that were partially upheld	1
Number of grievances going to formal hearing that were upheld	1
Number of grievances going to formal hearing that were partially upheld	4

Please also indicate the number of employees at the UEA in each of the last 5 years.

The total number of employees at UEA for each of the last 5 years is presented within the table below:

Year	Number of employees
2010	2790
2011	2851
2012	2965
2013	3054
2014	3141
2015	3325