NHS Tayside has now considered your request dated 28 May 2019.

NHS Tayside wishes to advise you that there are exemptions applicable to the information requested. Please refer to the exemptions section of this correspondence.

Extract from Request

“For each of the past five financial years how many complaints of bullying and harassment have been made by staff, either through the whistleblowing or grievance procedures?”

Clarification requested from service – 29/05/19

With regard to the above FOISA request can we seek clarification from the applicant.

The Board has separate policies for grievance and for bullying/harassment, therefore, complaints would only fall into either category. Equally there is a separate whistleblowing policy so concerns raised about bullying and harassment would be dealt with in accordance with the Preventing Bullying and Harassment Policy. Would the applicant wish detail of complaints re bullying and harassment over the past 5 financial years?

Clarification received from applicant – 11/06/19

“If I have details on the number of bullying and harassment complaints in each of the past five financial years.”

Response

Number of bullying and harassment complaints made by staff in the last five financial years –

Where the values of statistics provided fall below 5 but are greater than 0, these statistics are represented by ‘<5’. Due to the small numbers of patients involved further detail cannot be provided as disclosure of the information may lead to the identification of individuals.

<table>
<thead>
<tr>
<th>Year</th>
<th>Bullying and Harassment Complaints</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014/15</td>
<td>Information not held</td>
</tr>
<tr>
<td>2015/16</td>
<td>&lt;5</td>
</tr>
<tr>
<td>2016/17</td>
<td>14</td>
</tr>
<tr>
<td>2017/18</td>
<td>10</td>
</tr>
<tr>
<td>2018/19</td>
<td>12</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Document Ref.</th>
<th>FOISA Exemption Applied</th>
<th>Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td>IGTFOISA6347</td>
<td>Section 17 – Information not held.</td>
<td>Information is not held prior to 2015/16.</td>
</tr>
<tr>
<td></td>
<td>Section 38 (1)(a) – Personal information.</td>
<td>Information relating to an individual is personal information. Disclosure of information which would allow the identification of individuals would be in breach of confidentiality and Data Protection principles.</td>
</tr>
</tbody>
</table>
Under section 20 (1) of the Act, if you are dissatisfied with the way NHS Tayside has dealt with your request, you have a right to request a review of our actions and decisions in relation to your request, and you have a right to appeal to the Scottish Information Commission.

A request for an internal review must be made in writing no later than forty working days from receipt of this response and addressed to:

Tayside NHS Board Secretary
Tayside NHS Board Headquarters
Ninewells Hospital & Medical School
Dundee
DD1 9SY

If you are not content with the outcome of the internal review, you have the right to apply directly to the Scottish Information Commissioner for a decision. The Scottish Information Commissioner can be contacted at:

Scottish Information Commissioner
Kincardine Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS

Or via the online appeal service: www.itsspublicknowledge.info/Appeal

If you have any queries about this correspondence, please contact:

Information Governance Team
Maryfield House
30 Mains Loan
Dundee
DD4 7BT

Telephone - 01382 424413
E-mail: informationgovernance.tayside@nhs.net

Information Governance
NHS Tayside
25 June 2019