

Freedom of Information request 514-18

Request

Please provide me with information regarding allegations of bullying within the health board over 2016-17, 2017-18 and 2018-19-to-date:

- a) How many accusations of bullying were made to HR each year?
- b) How many of these led to investigations?
- c) How many of the investigations led to disciplinary action?
- d) Please provide a numerical breakdown of the types of disciplinary action incurred and how many times each was actioned

Response

- a) Please find below the number of recorded accusations of bullying made to HR in the following years:

2016-17 – 6
2017-18 – 7
2018 to date - 3

- b) Of these accusations 11 led to investigation.
- c) Out of the investigations one led to disciplinary action.
- d) This incurred a 1st level warning.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **514-18** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.