

## Freedom of Information request 225-19

### Request

Please find the following Freedom of Information request from BMA Scotland:

1. At your health board:  
How many complaints have been raised, either under the grievance or relevant dignity at work policies, that have involved allegations of bullying and/or harassment in the last 5 years? Please break these down by year. These should include firstly formal complaints, but also informal, if and when records are kept.
2. In those cases that have been resolved, how long did it take from the initial complaint being raised to a final outcome?
3. How many complaints resulted in a formal sanction being applied to any party?
4. Of all complaints or grievances included at 1 above, how many were raised by medical and dental and staff?

### Response

Please find below data as per request:

Year	1. No. of recorded B&H allegations	2. Time taken to resolve	3. Formal sanction applied	4. Raised by Medical & Dental staff
2014/15	5	No data recorded	No data recorded	No data recorded
2015/16	4	All resolved within 4 months	None	None
2016/17	8	All resolved within 4 months	None	None
2017/18	6	All resolved within 7 months	1	None
2018/19	8	There was one complaint resolved <1 month, four complaints >1 month <6 months, one complaint >6 months	None	None

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](mailto: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 **225-19** 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.