

Freedom of Information request 271-20

Request

Question 1) How many complaints of victimisation or bullying has been reported in your health board by a member of staff in a) 2016/17, b) 2017/18, c) 2018,19, d) 2019/20 e) 2020/21 and how many of those resulted in a) mediation and b) disciplinary action

Contracts

Question 2) How many staff had their contracts terminated in a) 2016/17, b) 2017/18, c) 2018,19, d) 2019/20 e) 2020/21 and for what reasons

Question 3) What is the a) total amount of compensation that has been paid to staff in your health board for any reason and b) total number of staff who have received compensation in a) 2016/17, b) 2017/18, c) 2018,19, d) 2019/20 e) 2020/21

Response

Question 1

- 2016/17 8 cases a) <5 for mediation and b) 0
- 2017/18 11 cases a) <5 for mediation and b) <5 disciplinary action
- 2018/19 5 cases a) <5 for mediation and b) 0
- 2019/20 13 cases a) 0 and b) 0
- 2020/21 6 cases to date

Question 2

- 2016/17 <5 for Conduct and <5 for Ill health
- 2017/18 <5 for Conduct
- 2018/19 5 for Conduct
- 2019/20 6 for Conduct, <5 for Capability and 16 for Ill health
- 2021/21 0 to date

Question 3

No compensation has been paid to staff in the years identified.

As the number of events in some areas are very small and in accordance with the Code of Practice for Official Statistics any number that is less than five, actual numbers and potentially identifiable information is withheld to help maintain confidentiality due to potential risk of disclosure. Further information is available in the [ISD Statistical Disclosure Control Protocol](#).

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 **271-20** 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.