

07.09.2016

Further to a letter that was submitted to the trust on the 02.09.16 by my RCN representative I now wish to register a grievance on the grounds of victimisation and discrimination in regards to my current situation.

Please find below a list of grievances/concerns that I have and that I wish to be reviewed and answered by the trust.

- On the 14.07.2106 I attended a meeting with Sian Williams Deputy Director of Nursing and was informed that I would be required to undertake supervised practice and that I would need to re do competencies. I was informed that this process was going to be followed for other staff.
- 18/07/2016 during a different meeting I agreed to be redeployed as the NNU was unable to undertake supervised practice due to staffing levels. I was informed this would be until an external review had taken place regarding the increased mortality rates.
- I am now aware that this process has not been followed for other staff and I wish to know why?
- The review has taken place and I have been interviewed by them and there was no mention of any wrongdoing by myself. I would therefore like an explanation as to why I have been redeployed and singled out?
- Following an interview with the reviewers last week I have been informed that it will take up to 8 weeks for the report to be complete. I wish the trust to inform myself what is expected to happen with me during this period as I am keen to return to work on the NNU as soon as possible.
- I am now aware that some Consultants have raised issues to the Trust's Executive team regarding myself and my professional responsibilities; again I wish to know what these allegations are and how the trust is dealing with this.
- I wish to be informed of any evidence that the trust may have in regards to the above and if there is to be an investigation into my practice then on what grounds?
- I now feel it is only right that as a trust employee that you are all made aware of how I currently feel as a member of staff.

8 weeks ago I was made aware there was going to be a review and I agreed to be redeployed. Every week I was informed 'let's wait for the review before a decision is made'. I now feel completely victimised and feel I am being made a scapegoat of. I

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4.2 GRIEVANCE PROCEDURE

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EXECUTIVE SUMMARY

The Trust recognises that an effective procedure for the settling of staff grievances and complaints can contribute significantly to the creation and maintenance of a harmonious working environment.

Susan Young
Director of Human Resources and Organisational Development
January 2013

PURPOSE

The Trust acknowledges that from time to time a member of staff or group of staff may feel aggrieved by an incident that has occurred, a decision made, or a condition imposed, which affects them personally. In these situations, it is important that the issues are explored fully, fairly, swiftly and appropriate action taken where necessary. Staff are encouraged to discuss any issues informally with their immediate supervisor in order to allow for a speedy resolution if this is possible. Where informal discussions have taken place without a satisfactory outcome or where a more formal response is required then the Grievance

4.2 Grievance Procedure

Procedure set out below will be invoked. The Trust's Grievance Procedure complies with the ACAS Code of Practice on Disciplinary and Grievance Procedures. All meetings will be held in a manner consistent with the Trust values.

SCOPE

This Procedure applies to all staff of the Countess of Chester Hospital NHS Foundation Trust and should be read in conjunction with other Trust policies.

GRIEVANCES

A grievance is a problem or concern that an employee has about their work, working conditions or relationships with colleagues. A collective grievance is a grievance brought by a group of staff. Grievances will not be heard if the complaint is lodged later than 12 weeks from the date of the alleged incident. If a grievance can be more appropriately dealt with under a different procedure, staff will be advised that this is the case. The examples below indicate where it is inappropriate to follow the grievance procedure as other mechanisms or Trust procedures are in place.

- dismissal or any disciplinary matters
 - any matters for which national procedures or agreements apply
 - matters relating to job evaluation
 - matters relating to the Trust's Attendance Management Policy
 - Complaints of Harassment and Bullying
 - Disclosures made under the Trust's "Whistleblowing" (Public Interest Disclosure Act) Policy
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MEDIATION

An independent third party or mediator can sometimes help resolve grievance issues. Mediation is a voluntary process where the mediator helps two or more parties in a dispute to attempt to reach agreement. The mediator will facilitate and oversee the process of seeking to resolve the problem but is not responsible for the outcome. Where mediation is unsuccessful in resolving the complaint, the aggrieved party may proceed to the next stage of the grievance procedure. However, employees should be encouraged to speak to each other and talk to their manager before they seek a solution via mediation.

Where mediation is considered an option it will normally only be attempted once throughout the whole grievance process.

INDIVIDUAL GRIEVANCE PROCEDURE

At all stages meetings will be arranged quickly and details confirmed to the Complainant and other involved parties in writing. The Complainant will be informed of their right to be