



# Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department  
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Wigan  
WN1 1XX

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Ref: FOI/2023/9138

Date Received: 16<sup>th</sup> August 2023

Response Due: 14<sup>th</sup> September 2023

Date: 15<sup>th</sup> September 2023

Dear Sir/Madam

You asked:

**Please provide information regarding complaints received by your organisation's HR department between January 2021 and August 2023 that concern senior members of staff, with suitable redactions.**

**For the purposes of this request, by "senior", I mean consultant-level doctors, board members, and any other staff at agenda for change grades 8a or above.**

**Please specify: the date of the complaint, the relationship of the complainant to the person making the report, the nature of that complaint, the complaint route and the outcome.**

Date of Complaint	Relationship of Complainant	Complaint/Issue	Complaint Route	Outcome
<i>(e.g. June 2021)</i>	<i>(e.g. Staff member against supervisor)</i>	<i>(e.g. Alleged disclosure of personal information)</i>	<i>(e.g. Written)</i>	<i>(e.g. Investigated - partially upheld)</i>
Apr-23	Staff member against supervisor	Alleged inappropriate behaviours	written	Investigation ongoing
Jun-23	Member of staff to senior manager	Alleged not taken expected action	Written	Ongoing
Jan-22	Member of staff to other members of staff	Alleged Inappropriate behaviours	Written	Partially upheld
May-21	Member of staff to senior managers	Regarding alleged handling of complaints	Written	Upheld
May-21	Staff member against management	Alleged bullying	Written/Formal	Investigated - Not Upheld

May-23	Staff member against manager	Alleged inappropriate management actions	Written/Formal	Investigated - Outcome not yet reached
Apr-23	Staff member against manager	Alleged inappropriate management actions	Written/Formal	Investigated - Outcome not yet reached
Apr-23	Staff member against manager	Alleged inappropriate management actions	Written/Formal	Investigated - Outcome not yet reached
Jun-23	Staff member against senior manager	Alleged bullying.	Written/Raised formal/Dealt informally	Facilitated meetings reached mutual resolve.
Apr-21	Staff member against staff member	Alleged bullying	Written/Formal	Investigated - Not Upheld
Feb-23	Staff member against manager	Staff member unhappy with management decision	Written/Formal	Investigated - Not Upheld
Aug-22	Staff against manager	Alleged bullying	Formal Written	Partially upheld
Aug-22	Staff against manager	Alleged bullying	Formal Written	Not upheld
Oct-22	Staff against manager	Alleged bullying	Formal Written	Partially upheld
Nov-22	Staff against manager	Alleged bullying	Formal Written	Not upheld
Oct-21	staff member against senior manager	Handling of potential conduct matters	formal	partially upheld
Feb-22	staff member against snr manager	complaint regarding issue of an informal file note and concerns regarding a patient complaint	formal	partially upheld
Apr-23	staff member against manager	Alleged manager not made enough reasonable adjustments	formal	not upheld
Aug-23	staff member against manager	Alleged manager not following OH advice	formal	still in process

**Please also provide the total number of staff at your organisation (e.g. 5,000).**

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If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Juliette Tait  
Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire, SK9 5AF

Helpline number: 0303 123 111