

Dignity at Work

Date Complaint Received	Outcome of Investigation	Appeal Outcome	Appeal Outcome Letter Issued	Second Appeal Outcome	Second Appeal Outcome Letter	Case Closed Date
20 December 2007	Complaint Not Upheld	Appeal Not Upheld	14 May 2008	Appeal Not Upheld	19 September 2008	14 January 2009
15 February 2008	Complaint Not Upheld	Appeal Not Upheld	22 May 2009	Appeal Not Upheld	01 September 2009	
26 February 2008						
28 February 2008	Complaint Not Upheld	Appeal Not Upheld	30 July 2010			08 December 2010
19 March 2008						01 April 2008
04 June 2008	Complaint Not Upheld	Appeal Withdrawn				18 February 2010
09 July 2008	Complaint Upheld					10 February 2010
05 August 2008	Complaint Upheld					29 June 2010
08 September 2008	Complaint Upheld					15 June 2009
15 October 2008	Complaint Not Upheld					13 May 2010
15 October 2008						30 October 2008
23 October 2008	Complaint Upheld					14 March 2011
02 December 2008						19 February 2010
29 December 2008	Complaint Upheld					14 March 2011
30 December 2008						
12 February 2009	Complaint Upheld					07 October 2010
19 February 2009	Complaint Upheld					08 December 2010
23 February 2009						09 June 2010
27 March 2009						16 November 2009
01 May 2009	Complaint Not Upheld					17 August 2012
06 May 2009						08 November 2010
14 May 2009						20 October 2009
25 September 2009						04 November 2009
12 October 2009						09 December 2009
19 October 2009						12 April 2010
09 December 2009	Complaint Upheld	Appeal Not Upheld	30 March 2012			24 April 2012
15 December 2009						21 December 2009
01 February 2010	Complaint Not Upheld	Partly Upheld	24 November 2011			
23 February 2010						27 April 2010
08 March 2010						11 November 2010
10 June 2010	Complaint Withdrawn					06 October 2010
14 July 2010						28 September 2010
31 August 2010						02 February 2011
07 October 2010						17 June 2011
25 February 2011						
12 May 2011						
21 June 2011	Complaint Upheld					

12 August 2011						
24 October 2011						26 October 2011
27 October 2011						30 January 2012
14 November 2011						15 December 2011
16 February 2012						
07 March 2012						
03 April 2012						
04 April 2012						21 August 2012
13 April 2012						
21 June 2012						
01 November 2012						

Grievance

Date Received	Stage 1 Outcome	Stage 2 Appeal Received	Stage 2 Outcome	Stage 3 Appeal Received	Stage 3 Outcome	Case Close Date
26 February 2008						24 April 2008
05 March 2008	Not Upheld	10 June 2008	Not Upheld	03/11/2008	Not Upheld	20 January 2009
01 April 2008	Not Upheld	24 September 2008	Not Upheld	23/12/2008	Not Upheld	11 June 2009
11 April 2008						
12 May 2008	Not Upheld	20 November 2008	Not Upheld	23/01/2009	Not Upheld	28 April 2009
21 May 2008	Upheld					20 October 2008
02 June 2008	Not Upheld	26 March 2009	Not Upheld	26/08/2009	Not Upheld	11 November 2009
09 June 2008	Not Upheld					20 October 2008
05 August 2008						13 August 2008
08 September 2008						06 January 2009
16 September 2008	Not Upheld	09 July 2009	Not Upheld			23 September 2011
08 October 2008						17 October 2008
20 October 2008	Not Upheld					21 August 2009
27 October 2008						26 November 2008
30 October 2008	Upheld					06 May 2009
03 November 2008						16 January 2009
12 November 2008						04 December 2008
14 November 2008						27 November 2008
20 November 2008	Partly Upheld					23 March 2010
03 December 2008						16 February 2009
09 December 2008						19 January 2009
05 January 2009	Not Upheld	23 June 2009	Withdrawn			01 January 2010
06 January 2009	Not Upheld	02 November 2009	Not Upheld	22/01/2010		01 March 2010
16 January 2009	Partly Upheld					20 August 2009
10 February 2009						07 April 2009
13 February 2009	Upheld					30 December 2009
19 February 2009						06 April 2011
24 February 2009						19 August 2009
17 March 2009						07 April 2009
21 April 2009	Not Upheld					20 August 2009
12 May 2009	Upheld					18 May 2010
15 May 2009	Not Upheld	2009/11/09 00:00:00	Not Upheld			22 June 2010
10 June 2009						10 November 2009
02 September 2009						11 September 2009

25 September 2009	Partly Upheld					24 March 2011
20 October 2009	Partly Upheld					23 March 2011
15 December 2009	Not Upheld	30 July 2010	Partly Upheld	11/02/2011	Not Upheld	18 July 2011
22 February 2010	Not Upheld	16 August 2010	Not Upheld	12/11/2010	Not Upheld	14 April 2011
22 February 2010						27 May 2010
27 February 2010						09 March 2010
30 April 2010						23 December 2011
14 May 2010	Not Upheld	23 September 2010	Not Upheld			20 December 2010
28 May 2010	Not Upheld					08 July 2011
11 June 2010	Withdrawn					06 July 2010
06 July 2010	Not Upheld					03 May 2011
16 August 2010	Not Upheld	08 December 2011				
26 August 2010						13 September 2010
31 August 2010						
08 September 2010	Not Upheld					21 March 2012
15 September 2010	Not Upheld					17 August 2012
21 October 2010	Partly Upheld					21 September 2011
27 January 2011						03 June 2011
28 January 2011						04 March 2011
04 March 2011	Not Upheld	30 December 2011	Not Upheld			30 August 2012
15 March 2011	Not Upheld					21 September 2011
11 May 2011	Upheld					21 December 2011
12 May 2011						12 October 2011
19 May 2011						22 February 2012
26 July 2011	Withdrawn					16 September 2011
11 August 2011	Partly Upheld	31 October 2011	Upheld			15 December 2011
09 November 2011	Upheld					16 February 2012
16 November 2011						03 April 2012
22 December 2011						
22 December 2011						
08 February 2012	Upheld					22 May 2012
14 February 2012						16 February 2012
27 March 2012						18 May 2012
28 March 2012						18 May 2012
26 April 2012						
09 May 2012						
22 May 2012						
25 May 2012						18 June 2012
01 June 2012						31 August 2012

01 June 2012						
08 June 2012						19 October 2012
02 August 2012						
02 August 2012						
02 August 2012						
03 August 2012						
09 August 2012						
09 August 2012						15 August 2012
03 September 2012						
28 September 2012						
28 September 2012						
28 September 2012						
03 October 2012						
10 October 2012						

Discipline

Start Date	Meeting Outcome	Case Closed	Date Internal Appeal Received	Internal Appeal Outcome
28 February 2008		17 April 2008		
04 March 2008	Upheld	04 July 2008		
13 March 2008	Upheld	03 July 2008		
14 March 2008	Upheld	19 May 2008		
14 March 2008		06 June 2008		
03 April 2008		11 April 2008		
15 April 2008	Upheld	08 July 2008		
29 April 2008		25 July 2008		
02 May 2008		16 September 2008		
09 May 2008	Upheld	17 July 2008		
12 May 2008	Upheld	24 July 2008		
27 May 2008		18 July 2008		
06 June 2008	Withdrawn	20 July 2009		
04 July 2008	Upheld	04 November 2008		
07 July 2008		10 November 2008		
27 August 2008	Withdrawn	20 September 2008		
03 September 2008	Upheld	21 July 2009		
04 November 2008	Upheld	01 December 2009		
10 November 2008	Upheld	12 March 2009		
07 January 2009	Upheld	30 July 2009		
07 January 2009		07 October 2009		
13 February 2009	Withdrawn	09 April 2009		
13 February 2009	Upheld	26 May 2009		
10 March 2009	Not Upheld	13 April 2010		
26 March 2009	Withdrawn	09 September 2009		
24 April 2009	Upheld	01 February 2010		
30 April 2009	Withdrawn	09 September 2009		
06 May 2009	Upheld	11 June 2009		
08 May 2009	Upheld	10 February 2010		
04 June 2009	Partly Upheld	13 November 2009		
25 June 2009	Withdrawn	12 October 2009		

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11 September 2012				
11 September 2012				
11 October 2012	Upheld			