

1st October 2012

Dear Sirs

Freedom of Information Request Reference M243-12

Thank you for your request of the 3rd September 2012. Please find to follow the response to your enquiry. For clarification you asked:

- **How many grievances have been raised by employees, contractors or workers, such as GPs , on the grounds of race or gender discrimination, over the last five years?**
Two cases raised under the Disagreement policy
- **Have any of these been settled out of court?**
Yes
- **How many have been heard by an Employment Tribunal?**
None
- **What was the finding of the tribunal in each case?**
N/A
- **Have there been any staff disciplinary actions or gross misconduct terminations as a consequence of the tribunal findings?**
No
- **What changes have been implemented to prevent a repeat of acts or events which have been recognised and awarded against at an employment tribunal?**

None, however we do adhere to/follow good employment practice.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months and should be addressed to: freedomofinformation@manchester.nhs.uk

If you are unhappy with the outcome of an internal review you have the right to ask the Information Commissioner to consider the handling of your request. They can be contacted through the following hyperlink
https://www.ico.gov.uk/Global/contact_us.aspx

We are keen to improve our performance wherever possible so if you could complete and return the attached Satisfaction Survey we would be very grateful.

If you require any further assistance, please do not hesitate to contact me.

Yours sincerely

Debs Llewellyn
Records Manager

Assistants DL: 0161 765 4178

Assistants Email: catherine.wilson@manchester.nhs.uk

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