

Division/ Department:	2013/14	2014/15				Total
	Total	Q1	Q2	Q3	Q4	
West	2	3	1	3		
South	2	2	1			
East	2	4	11			
HQ-Operations	5	1	1	11		
HQ-Crime	9	4		3		
HQ-Business Support	8	3	1	1		
HQ-ICT	7					
HQ-HRP, L&D	1					
HQ-PSD		2	2			
<b>TOTAL GRIEVANCES RECEIVED</b>	<b>36</b>	<b>19</b>	<b>17</b>	<b>18</b>		

Employment Type:						
Officers	2	3	2	3		
Police Staff	32	12	11	15		
PCSOs	2	4	4			
Specials						
Volunteers						
Students/Secondees						
<b>TOTAL</b>	<b>36</b>	<b>19</b>	<b>17</b>	<b>18</b>		

Ethnicity:						
White complainants	36	19	17	18		
Minority ethnic complainants						
Ethnicity not stated						
<b>TOTAL</b>	<b>36</b>	<b>19</b>	<b>17</b>	<b>18</b>		

Gender:						
Male complainants	17	9	4	3		
Female complainants	19	10	13	15		
<b>TOTAL</b>	<b>36</b>	<b>19</b>	<b>17</b>	<b>18</b>		

Type of grievance:						
Selection	5		1	2		
Posting	1					
Bullying/inappropriate behaviour	6	3	2	3		
Harassment	1					
Conditions of service	12	9	10	11		
Training and Development						
Management decision	8	7	3	2		
Sex discrimination						
Race discrimination						
Disability						
Sexual orientation						
Other	3		1			
<b>TOTAL</b>	<b>36</b>	<b>19</b>	<b>17</b>	<b>18</b>		

Cases resolved/ concluded:						
- by mediation/informal resolution	8	1		2		
- at Stage 1 (Line Manager)	13	7	6			
- at Stage 2 (Division/Dept.)	1	1				
- at Stage 3 (Chief Officer)	5	2				
- recorded as unresolved						
- recorded as lapsed	1					
recorded as being withdrawn	1					
not dealt with as grievance	7	6	3			
- via ET						
<b>TOTAL</b>	<b>36</b>	<b>17</b>	<b>9</b>	<b>2</b>		

Timescales for completion:						
Under 1 month	8			2		
1 – 3 months	13	5	4			
3 – 6 months	3	6	2			
Over 6 months	4					
withdrawn	1					
not dealt with as grievance	7	6	3			
<b>TOTAL</b>	<b>36</b>	<b>17</b>	<b>9</b>	<b>2</b>		

NOTE: HR update to include supporting commentary where appropriate on any significant cases, including learning from cases.