



Network Rail
Freedom of Information
The Quadrant
Elder Gate
Milton Keynes
MK9 1EN

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E FOI@networkrail.co.uk

1st June 2018

Dear [REDACTED],

Information request

Reference number: FOI2018/00531

Thank you for your email of 2nd May 2018, in which you requested the following information:

I would like to make a FOI request into how Network Rail handles its own internal grievance process and related matters.

I would be grateful if the following information could be provided:

- 1. What number of raised grievances actually have the initial interview arranged within Network Rail's standard of 7 days and how does that equate to percentage of all grievances raised*
- 2. What number of internal grievances progress through to the employment tribunal and how does that equate to percentage of all grievances raised*
- 3. What number of raised grievances concern disability discrimination and how does that equate to percentage of all grievances raised*
- 4. What number of internal grievances that concern disability discrimination progress through to the employment tribunal and how does that equate to percentage of all grievances raised*

I have processed your request under the terms of the Freedom of Information Act 2000 (FOIA).

I can confirm that we hold some of the information you requested. To summarise, we do not hold the information requested in your first question and for questions two to four we only hold information going back two years.

1. *What number of raised grievances actually have the initial interview arranged within Network Rail's standard of 7 days and how does that equate to percentage of all grievances raised*

We do not hold the information requested for this part of your request as we do not record information at this level of detail.

We have been advised that we capture the date the grievance was received and the date of the hearing, but not the date that those hearing arrangements are made.

If you would like the information we do capture then please do contact us to let us know. However, we need to caveat that the hearing date is the date the hearing takes place and so does not factor in those occasions when hearings are postponed due to lack of availability, sickness, etc.

2. *What number of internal grievances progress through to the employment tribunal and how does that equate to percentage of all grievances raised*

In the last two years there have been 1,621 Grievances, of these, 36 progressed to Employment Tribunal. This equates to 2.22% when expressed as a percentage of all grievances raised.

3. *What number of raised grievances concern disability discrimination and how does that equate to percentage of all grievances raised*

26 Grievances related to disability discrimination, this is 1.60% of all grievances raised.

4. *What number of internal grievances that concern disability discrimination progress through to the employment tribunal and how does that equate to percentage of all grievances raised.*

In the last two years, 6 disability discrimination grievances progressed to Employment Tribunal, this is 0.37% of all grievances raised.

I hope the information provided is useful to you. If you have any enquiries about this response, please contact me in the first instance at FOI@networkrail.co.uk or on 01908 782405. Details of your appeal rights are below.

Please remember to quote the reference number at the top of this letter in all future communications.

Yours sincerely

Robert Malcolm
Information Officer

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Appeal Rights

If you are unhappy with the way your request has been handled and wish to make a complaint or request a review of our decision, please write to the FOI Compliance and Appeals Manager at Network Rail, Freedom of Information, The Quadrant, Elder Gate, Milton Keynes, MK9 1EN, or by email at foi@networkrail.co.uk. Your request must be submitted within 40 working days of receipt of this letter.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

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