

# Responses Overview Closed

Responses <b>126</b>	Average Time <b>108:46</b>	Duration <b>69</b> Days
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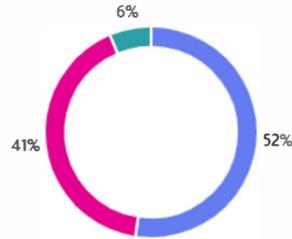
1. To maintain the integrity of this investigation, please provide your email address. Your details will not be shared with anyone outside of this investigation, and we will not contact you without your permission. Any information you provide will remain anonymous.

**126**  
Responses



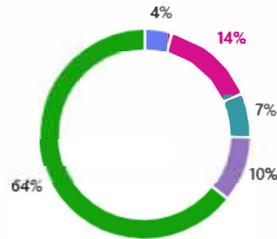
2. Do you currently or have you previously worked in the NHS?

- Yes, I currently work in the NHS 66
- I previously worked in the NHS 52
- I have never worked in the NHS 8



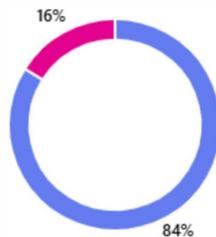
How many years have you or did you work in the NHS

- 0-4 years 5
- 5- 10 years 17
- 11 - 15 years 8
- 16 - 20 years 12
- 20+ years 76



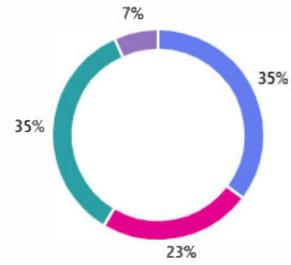
4. Have you ever raised a grievance or protected disclosure or been subjected to a disciplinary action that has required a workplace investigation?

- Yes 99
- No 19



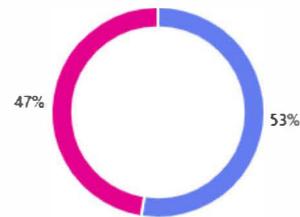
Which of the following apply to you? Tick all that apply

● Raised a grievance	68
● Protected disclosure	45
● Subjected to a disciplinary investigation	67
● Other	13



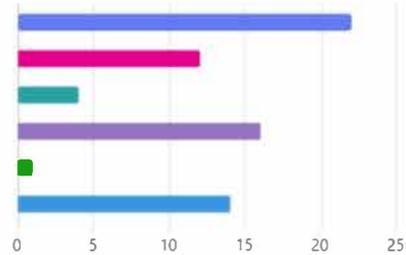
Was the investigation undertaken internally (by someone your organisation employs, e.g. HR) or by an external investigator (someone not employed by an NHS employer)?

● Internal investigation	52
● External investigator	47



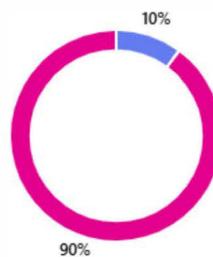
What was the reason the employer gave for using an external, not an internal investigator? (Tick all that apply)

● It would be more independent	22
● The issues involved were so serious or complex	12
● There wasn't the resource/ expertise to do inhouse	4
● They didn't give me a reason	16
● Can't remember/Don't know	1
● Other	14



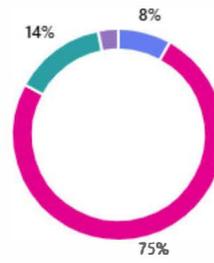
8. Were you asked if you agreed to the investigator that was used?

● Yes	10
● No	89
● Don't know	0



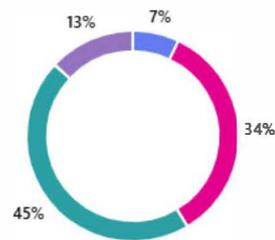
Were the Terms of Reference (ToR) agreed with you or your representative?

● Yes	8
● No	74
● In part	14
● Don't Know/Can't remember	3



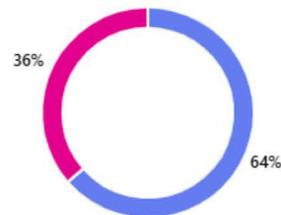
Were the witnesses you put forward interviewed?

● Yes - All were	7
● Some were	34
● No - None were	45
● Don't know	13



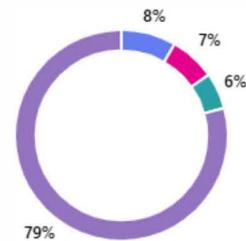
Did your grievance, protected disclosure or the disciplinary action involve allegations of discrimination?

● Yes	63
● No	36



As your grievance, protected disclosure or the disciplinary action involved allegations of discrimination did the investigator ....(Tick all that apply)

● Demonstrate expert knowledge of discrimination in the NHS?	6
● Demonstrate expert knowledge of the standard of proof (and how it might be shown) for...	5
● Examine comparators? (Compare your treatment to someone who is in similar circumstances but does...	4
● None of the above	57



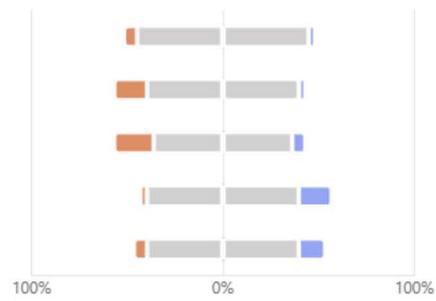
13. Did the grievance, protected disclosure or disciplinary action involve allegations of **race** discrimination?



14. As your grievance, protected disclosure or disciplinary action involved allegations of **race** discrimination were any of the following of ethnic heritage:

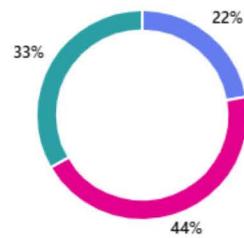
Yes No Don't Know/NA

- Commissioning manager
- HR adviser from your employer
- Investigator
- Pastoral support manager
- Union representative



15. Have you...

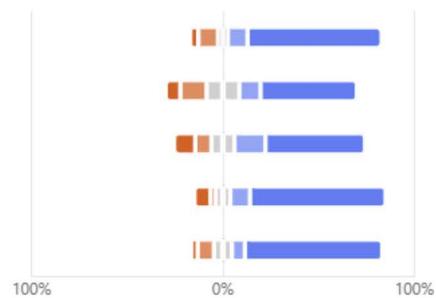
- Commissioned external investigators 6
- Supported someone who raised a grievance or underwent a disciplinary investigation - E.g. union... 12
- None of the above 9



16. How satisfied were you with the following (even if you didn't agree with some or all of the conclusions)

Very satisfied Somewhat satisfied Neither satisfied nor dissatisfied Somewhat dissatisfied Very dissatisfied

- The investigator followed all lines of enquiry.
- The confidentiality of the investigation.
- The professional conduct of the investigator.
- The impartiality of the investigator.
- The quality of the final investigation report.



17. Please briefly explain your answers to the previous question.

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Responses

Latest Responses

"The bulk of my investigative experience is in local government, I have conducted ... "

"The investigator was constantly contacted by the case manager and her deputy w..."

...

59 respondents (51%) answered investigator for this question.



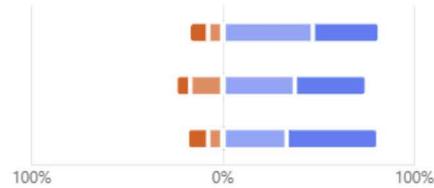
18. Was the report provided by the investigator successfully challenged in whole or in part at an internal disciplinary hearing, appeal or at an Employment Tribunal?

Yes - All 
  Yes - In part 
  No 
  Don't know/NA

Disciplinary hearing

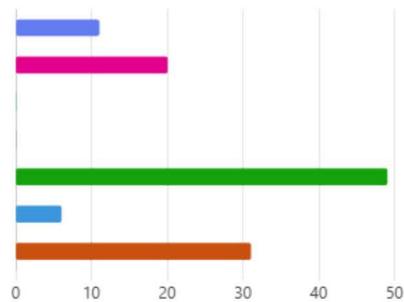
Appeal

Employment Tribunal



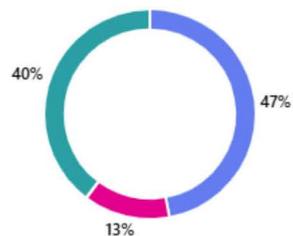
19. What was the name of the investigation firm if applicable? (select internal investigation if the investigation was conducted by your organisation).

- Capsticks 11
- Ibex Gale 20
- Safecall 0
- Vista 0
- Internal investigation 49
- Don't know 6
- Other 31



20. Was this a company that the organisation had used before?

- Yes 32
- No 9
- Don't know 27



21. How likely are you to recommend the investigator to a friend or colleague?

Promoters	2
Passives	5
Detractors	61



22. If you have not explained previously, please describe or list the key elements of the investigation/ conduct etc that you felt were positive or negative.

106 Responses

Latest Responses

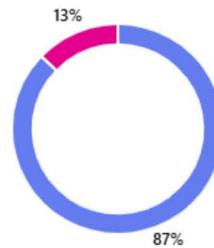
"All depends on who you get, whether inhouse or external. Skills, competence, bia... "  
 "The investigator used her own thoughts to decide the outcome and didn't includ... "  
 ...

58 respondents (55%) answered investigation for this question.



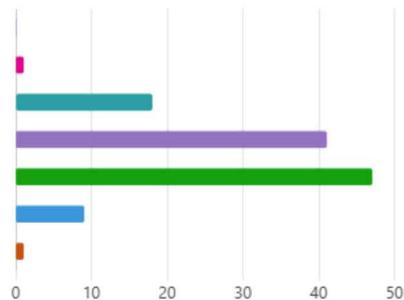
23. Where were you trained/educated?

UK	102
Abroad	15
Prefer not to say	0



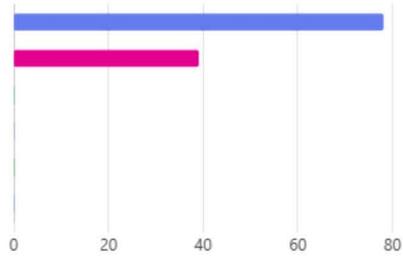
24. What is your age?

16-24	0
25-34	1
35-44	18
45-54	41
55 - 64	47
65 +	9
Prefer not to say	1



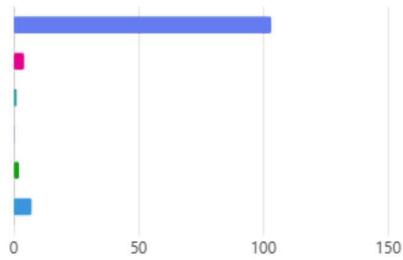
25. How do you describe your gender identity?

Female	78
Male	39
Trans-man	0
Trans - woman	0
Non-binary	0
Prefer not to say	0



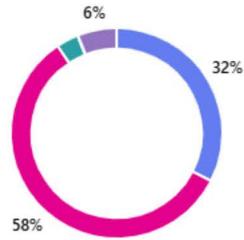
26. Which of the following best describes how you think of yourself?

Heterosexual or straight	103
Gay/Lesbian	4
Bisexual	1
Asexual	0
Other	2
Prefer not to say	7



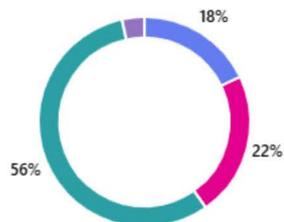
27. Which of the following best describes your ethnicity (using the WRES definitions)

Black and Minority Ethnic (BME)	38
White or White other	68
Prefer not to say	4
Other	7



28. Are your day to day activities limited because of a health problem or disability which has lasted or is expected to last at least 12 months?

Yes - limited a lot	21
Yes - limited a little	26
No	66
Prefer not to say	4



29. Would you be willing to participate in an interview? If so, we may contact you using the email address you provided at the beginning of the survey.

● Yes 110  
● No 7

