

GRIEVANCE ANALYSIS

INTRODUCTION

1. This report provides grievance data analysis showing an historical analysis comparing the number of grievances April to December 2005 with April to December 2006 and the progress of grievances submitted since April 2006.

COLLATED DATA

2. Appendix 1: grievances April to December 2005 by Division/Branch and Diversity;
Appendix 2: grievances April to December 2006 by Division/Branch(2a) and Diversity(2b);
Appendix 3: Progress of grievances submitted since April 2006
At stage1 (3a) and at stage 2 (3b)

RECOMMENDATION

3. Members to note:
 - i. the slight increase in numbers of grievances in the periods compared and;
 - ii. that monitoring is now done by five strands of diversity;
 - iii. the progress of grievances submitted since April 2006.

TIM S HOLLIS
Chief Constable

Police Headquarters, Priory Road, Hull
Ref: PERS/MSU/SM/MD
Background papers: none

GRIEVANCE BY BRANCH/DIVISION AND TYPE AND DIVERSITY
APRIL 2005 TO DECEMBER 2005

Division/Branch	1.)Harassment/Bullying/ victimisation	2.) Tenure/Postings	3.)Management Dec.	4.) Inappropriate behaviour or language	5.) Conditions of Service	6) Selection	7.)Other	Grand Total
A Division	2		2				1	5
B Division			1			1		2
C Division				1				1
D Division	2	1	1		1			5
CDB								
CMB			1		1			2
Ops	1		5	1	1		4	12
Personnel		1						1
Grand Total	5	2	10	2	3	1	5	28

Sex	Ethnicity	DISABLED	NOT DISABLED	Grand Total
FEMALE	WHITE BRITISH	1	9	10
MALE	WHITE BRITISH		18	18
Grand Total		1	27	28

GRIEVANCE BY BRANCH/DIVISION AND TYPE
APRIL 2006 TO DECEMBER 2006

Division/Branch	1.)Harassment/Bullying/ Victimisation	2.) Tenure/Postings	3.)Management Dec.	4.) Inappropriate behaviour or language	5.) Conditions of Service	6) Selection	7.)Other	Grand Total
A Division	1		3	1		1		6
B Division	1						1	2
C Division	2		4		2		1	9
D Division	2		3	2		1		8
CDB							1	1
CMB			1	1		1		3
Ops			1			2	1	4
Support Services			1					1
Grand Total	6	0	13	4	2	5	4	34

GRIEVANCE BY DIVERSITY
APRIL 2006 TO DECEMBER 2006

Sex	Ethnicity	AGE	RELIGION	DISABLED	Grand Total
FEMALE	WHITE BRITISH	26-40	CHRISTIAN (STATE) NONE PREFER NOT TO SAY (blank)		1 1 1 2
		41-55	(blank)		2
		>55	NONE		1
MALE	BLACK/BLACK BRITISH – AFRICAN	41-55	NONE		1
	WHITE BRITISH	<25	CHRISTIAN (STATE) OTHER, PLEASE SPECIFY	1	1 1
		26-40	CHRISTIAN (STATE) NONE PREFER NOT TO SAY (blank)	1 2	3 1 1 5
		41-55	CHRISTIAN (STATE) OTHER, PLEASE SPECIFY PREFER NOT TO SAY (blank)	1 1	5 2 3 1
		>55	PREFER NOT TO SAY		1
	ANY OTHER WHITE	41-55	PREFER NOT TO SAY	1	1
Grand Total				7	34

