

Dear Sir/Madam,

**Notification of stage two grievance – health and safety/workplace bullying**

I write to notify you of a grievance under stage two of the service's grievance policy. As this relates to a health and safety matter, the informal stage one does not apply.

Our member, Chelsea, has approached us following a complete breakdown in her relationship with her line manager, Brenda.

We have spoken to Chelsea and to witnesses within the service who tell us that, on numerous occasions, Brenda has:

- humiliated Chelsea in front of others – including people using the service
- deliberately undermined Chelsea, a competent worker, with constant criticism
- misused her power to set rotas by continuously allocating unpopular shifts to Chelsea.

Brenda's actions and her approach to managing Chelsea, have had a significant impact on Chelsea's health, which the union believe has contributed to her recent absences. Chelsea has been unable to sleep at night, feels nauseas before coming into the workplace, is tearful during her shifts and has lost self-confidence during her time under Brenda's supervision.

Chelsea's case has been passed to me as any situation in the workplace which results in a member becoming ill is treated as a health and safety issue.

This is a serious matter and warrants immediate investigation under the service's bullying policy. Advice from our regional office is that Chelsea may be able to pursue a case under the Protection from Harassment Act if action is not taken by management.

We ask that the current attendance review proceedings against Chelsea are halted until this grievance is settled.

We will withdraw our request for a formal grievance if management agree to the redeployment of Chelsea to another manager. However, under our partnership agreement, I should also inform you of our intention to conduct a survey of all our members to determine whether there is a wider culture of bullying within this service.

Kind regards,



William Jones,  
Union Health and Safety rep