

Freedom of Information Request

Ref: 25-641

27 August 2025

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold some of the information you are requesting

This request is made under the Freedom of Information Act 2000 and concerns your use of external or independent investigators in internal staff-related matters such as grievances, disciplinary cases, or bullying/harassment investigations.

****Please do not include clinical or patient safety investigations.****

The financial year is from 1 April to 31 March.

For each of the financial years:

- 2022/23
- 2023/24
- 2024/25

Please provide one row per investigation showing:

- 1. Financial year**
- 2. Investigator cost (£)**
- 3. Hours charged (if available)**
- 4. Investigator type:**
 - Independent freelancer
 - Specialist workplace investigation firm
 - NHS Employers or similar body
 - Solicitor/law firm
 - Other (please specify)

Preferred tabular format (e.g. spreadsheet or CSV), with each case on a separate line (not grouped by year).

Example format:

Financial Year	Cost (£)	Hours Charged	Investigator Type
2022/23	3,200	16	Private solicitor

Financial year	Cost (£)	Hours charged	Investigator Type
2024/2025	£10,332.16	Approximately 64	Human Resources consultancy
2022/2023	0	0	0
2023/2024	0	0	0
2024/2025	£10,332.16	64	Human Resources Consultancy
2024/2025	£2796	We do not hold this information	NHS Trust independent investigators

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

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

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust