FOI REF: 26/799

East Sussex Healthcare NHS Trust

26th November 2026

Eastbourne District General Hospital
Kings Drive
Eastbourne
East Sussex
BN21 2UD

Tel: 0300 131 4500
Website: www.esht.nhs.uk

Further to your recent request for information made under the Freedom of Information Act (FOIA) 2000, I now set out our answers to your specific questions, and any clarifications sought and provided, as follows:

This request relates to the period 1 April 2025 to 31 March 2026 and concerns employee investigations and mediation activity within your organisation.

Where figures are not held in precisely the format requested, please provide the closest available information. If any aspect of the request is likely to exceed the cost limit, I would welcome advice and assistance under Section 16 of the Act to refine the request accordingly.

1. **How many formal employee investigations (disciplinary/misconduct, bullying, harassment or inappropriate behaviour, grievance, capability/performance, conduct/professional concerns, whistle-blower/speak up) were carried out by the organisation during the financial year of 2025/26?**

   44.

2. **Of these formal investigations, how many were:**

   - **Conducted by internal employees of the organisation?**

     44.

   - **Conducted by an external provider or independent investigator?**

     0.

3. **Does the organisation have a dedicated internal resource or team responsible for conducting or managing investigations?**

   No.

If so, please provide:

- **The name/title of the function, department or team;**
- **The number of staff within the team (including permanent, fixed-term, agency, bank and honorary contracts);**
- **Where agency staff are used, the annual cost of those staff during 2025/26;**
- **The job titles and bandings of staff primarily undertaking investigations; and**
- **Whether investigation work is their primary function or forms part of a wider role.**

Not applicable.

4 **If external investigation providers or independent investigators were utilised, please provide the total expenditure on external employee relations investigation services during 2025/26. Where available, please also provide:**

- **The number of different external providers used; and**
- **Whether external investigators are commissioned through an existing framework, contract, preferred supplier arrangement, or on an ad hoc basis.**

Not applicable.

5 **Where an external investigation provider is used, please provide, if held, the main circumstances in which an external investigator would normally be commissioned (for example: complexity, seniority of individuals involved, conflict of interest, independence requirements, specialist expertise, or organisational capacity).**

Not applicable.

6 **Where this information is centrally recorded, please provide:**

- **The average duration of formal employee relations investigations during 2025/26;**

  12 weeks.

- **The average duration of investigations undertaken externally, if separately recorded; and**

  Not applicable.

- **If an average is not available, any standard target timescales or KPIs used for completion of formal investigations.**

  Not applicable.

7 Please confirm how many mediation cases were carried out by your organisation during 2025/26.

East Sussex Healthcare NHS Trust does not currently hold records of mediation activity.

8 Of these mediation cases, how many were:

- **Conducted by internal employees of the organisation?**
- **Conducted by an external provider?**

East Sussex Healthcare NHS Trust does not currently hold records of mediation activity.

I trust this information is helpful in its detail or explanation however, if you are dissatisfied with the response, then you have the right to request an internal review. If you wish to seek an internal review, please write to the Freedom of Information Team at esh-tr.foi@nhs.net quoting the above FOI reference number, within 40 working days. Please note the Trust is not obliged to accept a request for an internal review after this time period.

Yours faithfully

Freedom of Information (FOI) Team
East Sussex Healthcare NHS Trust
0300 131 4716
Core Hours of Business: Monday to Friday 9.00am to 4.00pm