

Date 08/12/2025  
Your Ref  
Our Ref 10812

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Dear

## FREEDOM OF INFORMATION – BULLYING

I write in response to your request for information in relation to staff bullying.

Question:

- How many formal complaints of bullying were made by midwives, consultant obstetricians, maternity care assistants, or other staff members working in the labour ward at the Royal Infirmary of Edinburgh in each calendar year from 2019 to 2025 (to date).
- How many formal complaints of bullying were made by other NHS staff departments at the Royal Infirmary of Edinburgh from 2019 to 2025 (to date). For example, break it down by A&E, paediatrics, etc.

Answer:

**Blue** indicates Labour suite/Staff who could have worked in that area

Year	RIE Department	Number (recorded Bullying)	Number (breakdown in relationship – not clear if bullying)
2019	Triage Assessment	5<	
	HSDU	5<	
2020	Medical Secretaries	5<	
	Surgery	5<	
	HSDU	5<	
	Health Visiting	5<	
	Site Management	5<	
	Paediatric Doctors	5<	
	Catering	5<	
2021	Domestics		5<
	ICU/HDU	5<	
	CTS ICU	5<	
2022	RHCYP – Paediatric Nursing		5<
	Sleep Service		5<

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Chair Professor John Connaghan CBE  
Chief Executive Professor Caroline Hiscox  
*Lothian NHS Board is the common name of Lothian Health Board*

	Patient Movement Portering	5<	
	Labour Suite		5<
	Community Midwife	5<	
2023	Chief Executive Management	5<	
	Fire Response		5<
	Paediatric Doctors		5<
2024	RHCYP Paediatric Admin	5<	
	Domestics		5<
	Radiology		5<
	Paediatric Management		5<
	Theatre Suite		5<
	CTR Admin	5<	
	Inpatient paediatric (Health Records)	5<	
	Health Records	5<	
	HSDU	5<	
	Site Management	5<	
	DCN	5<	
2025	Domestics	5<	
	Catering	5<	5<
		27	13

The table above highlights complaints of bullying and relationship breakdowns between 2019 and 2025. Please note data from 2019 is limited due to a system change in March 2020.

There are 5< directly from Labour Ward, however we have included complaints from staff that may work in that area as staff work across a number of wards/areas within Women's Services. Please note, complaints from paediatric doctors may refer to staff working in RHSCYP or could refer to staff working in maternity/neonatal wards.

To protect the identity of the individuals involved any figure of 5 or less has not been shown in the table above. Since we do not have their consent to release this data from their records, the information is exempt under section 38(1)(b) of the Freedom of Information (Scotland) Act i.e. to provide it would breach the Data Protection Act (2018).

I hope the information provided helped with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the

Scottish Information Commissioner's Office online appeals service at [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal). If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhsllothian.scot/FOI/Pages/default.aspx>

Yours sincerely

**ALISON MACDONALD**  
**Executive Director, Nursing**  
Cc: Chief Executive