



Further to your information request FOI/EIR 25/26-216, please find your question and our response below.

**Request:**

Please provide information under the Freedom of Information Act 2000 about your use of external or independent investigators for workplace matters involving employees, such as grievances, disciplinaries, and bullying or harassment complaints.

Please exclude:

- Investigations into elected members
- Internal-only investigations (e.g. handled by HR)

The financial year is from 1 April to 31 March. For the financial years:

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

For each \*individual investigation\*, provide:

1. Financial year
2. Total cost paid to the investigator (£)
3. Hours charged (if known)
4. Type of investigator:
  - Freelancer
  - Specialist workplace practice
  - Employer's organisation
  - Private solicitor/law firm
  - Other (please specify)

**Response:**

In those financial years, no independent investigators have been used for workplace matters involving employees, such as grievances, disciplinaries, and bullying or harassment complaints.

This concludes your request FOI/EIR 25/26-216.

If information has been refused, please treat this as a Refusal Notice for the purposes of the Act.

If you disagree with our decision or are otherwise unhappy with how we have dealt with your request in the first instance you may approach [foi@eastcambs.gov.uk](mailto:foi@eastcambs.gov.uk) and request a review. A request for review must be made in no more than 40 working days from the date of this email.

Should you remain dissatisfied with the outcome you have a right under s50 of the Freedom of Information Act to appeal against the decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.