

Reference Number: FOI202223/404
From: Private Individual
Date: 18 January 2023
Subject: Details of staff absences

For each question, could I please ask for responses to be split into the five most recent financial years.

- a. 2022/23
- b. 2021/22
- c. 2020/21
- d. 2019/20
- e. 2018/19

Q1 How many days have trust staff taken off (sick leave not holiday)?

- A1** FTE Days Lost
- a. 27,816.46
 - b. 36,535.94
 - c. 27,228.29
 - d. 26,094.69
 - e. 21,802.49

Q2 How many days have trust staff taken off for stress or anxiety?

- A2** FTE Days Lost
- a. 7774.06
 - b. 11013.20
 - c. 8661.84
 - d. 8376.19
 - e. 5,050.37

Q3 Please provide a staff breakdown for the figure for question two – ie, how many days were taken off by doctors, nurses, porters, cleaners, admin staff etc.

A3

Dates	Staff Group	FTE Days Lost*
April 22 - Dec 22	Add Prof Scientific and Technic	219.20
	Additional Clinical Services	1545.43
	Administrative and Clerical	2536.63
	Allied Health Professionals	157.91
	Estates and Ancillary	770.25
	Healthcare Scientists	0.0
	Medical and Dental	203.00
	Nursing and Midwifery Registered	2341.64
April 21 - Mar 22	Add Prof Scientific and Technic	489.81
	Additional Clinical Services	2488.63
	Administrative and Clerical	2142.27
	Allied Health Professionals	787.20

	Estates and Ancillary	1323.59
	Healthcare Scientists	1.80
	Medical and Dental	172.00
	Nursing and Midwifery Registered	3607.90
April 20 - Mar 21	Add Prof Scientific and Technic	180.76
	Additional Clinical Services	2426.71
	Administrative and Clerical	1305.61
	Allied Health Professionals	317.33
	Estates and Ancillary	643.27
	Healthcare Scientists	80.47
	Medical and Dental	214.00
	Nursing and Midwifery Registered	3493.69
April 19 - Mar 20	Add Prof Scientific and Technic	9.00
	Additional Clinical Services	1494.03
	Administrative and Clerical	1729.36
	Allied Health Professionals	561.67
	Estates and Ancillary	902.74
	Healthcare Scientists	5.58
	Medical and Dental	287.00
	Nursing and Midwifery Registered	3386.81
April 18 - Mar 19	Add Prof Scientific and Technic	88.40
	Additional Clinical Services	1273.53
	Administrative and Clerical	616.07
	Allied Health Professionals	61.35
	Estates and Ancillary	530.51
	Healthcare Scientists	0.00
	Medical and Dental	0.00
	Nursing and Midwifery Registered	2480.51

Q4 How many days have trust employees taken off due to (a) covid and (b) Covid contact-related self-isolation?

A4

Dates	Absence Reason	FTE Days Lost
April 22 - Dec 22	Covid	5901.24
April 22 - Dec 22	Covid contact-related self-isolation	72.59
April 21 - Mar 22	Covid	7,673.21
April 21 - Mar 22	Covid contact-related self-isolation	2,877.85
April 20 - Mar 21	Covid	7,046.50
April 20 - Mar 21	Covid contact-related self-isolation	16,822.02
April 19 - Mar 20	Covid	Information not held – covid cases not recorded
April 19 - Mar 20	Covid contact-related self-isolation	Information not held – covid cases not recorded
April 18 - Mar 19	Covid	Information not held – covid cases not recorded
April 18 - Mar 19	Covid contact-related self-isolation	Information not held – covid cases not recorded

Q5 How many trust staff have taken more than a month off in one given year due to stress or anxiety.

A5 Number of staff

- a. 87
- b. 134
- c. 103
- d. 94
- e. 62

Q6 What was the longest period a single member of staff has taken due to stress or anxiety? Please provide their job type or role if possible and an answer for each year.

A6 a- Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.

The Trust is unable to respond to all or specific elements of your request where the response would indicate five or less individuals. The Trust is withholding this information under Section 40 (Personal Information) of the Freedom of Information Act (FOIA) 2000 to reduce the risk of any individuals being identified. The Trust is of the view that disclosure of such information would significantly increase the risk of individuals being identified and as such would constitute a breach of their personal data.

The Trust has applied exemption Section 40(2) of the FOIA and is therefore withholding the information as disclosure which may identify an individual would breach their rights under the Data Protection Act 2018. The grounds for application of this exemption include:

- Any data relating to patients or staff is third party data, furthermore health data is classified as sensitive personal data within the Data Protection Act 2018. As such, Section 40 (2) of the FOIA applies along with the Trusts duty of confidentiality. Therefore under s.2 (3) (f) (ii) of the FOIA, there is an absolute exemption from disclosure on the grounds that it would contravene the First Data Protection Principle.
- The Trust has a duty under the Data Protection Act 2018 and specifically the First Data Protection Principle to ensure personal data regarding staff and patients is processed fairly and lawfully. Disclosure of such data which may identify an individual, either through the data alone or other data in conjunction with that data which may identify an individual would therefore breach this principle.
- The Data Protection Act 2018 defines sensitive personal data to include data relating to the “physical or mental health or condition” of a person. Any such information about specific individuals falls within this category and disclosure of such data including statistical data, with any potential likelihood of identification would breach the Data Protection Act 2018.