



Ref: FOIA Reference 2018/19-474-1819

Royal Stoke University Hospital
Quality, Safety and Compliance Department
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 13th November 2018

Tel: 01782 676474
Email FOI@uhn.nhs.uk

Dear

I am writing in response to your email dated 7th November 2018 requesting information under the Freedom of Information Act (2000) regarding death in service.

On the same day we contacted you via email as your request's format was unclear in stating what your request was asking, and under Section 45 Code of Practice states that we should not attempt to guess at an interpretation.

You replied with a new request stating your questions in a readable format.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 Please answer the following questions under the terms of the Freedom of Information Act.

In 2012, [a cross-government strategy](#) was put together around preventing suicide in England. This report identified that doctors and nurses had a 'particularly high' suicide risk compared to other occupational groups [see page 9].

I am interested only in data relating to nurses/nursing staff. For the purposes of this FOI, I define this to relate to those who hold a registered nursing qualification with the Nursing and Midwifery Council who are on Agenda for Change band 5 or upwards

Please state the number of deaths in service [i.e.: during employment, but not necessarily on the premises or during working hours] of nursing staff employed by your organisation since 2012.

A1 The Trust had twenty deaths in service of nursing staff.

Q2 (i) Please state how many of the total deaths were recorded, known or otherwise suspected to be suicide?

(ii) Please state what the different categories of cause of death were recorded as, for the purposes of the organisation's own reporting and recording. For example; cancer, heart failure, suicide etc.

- A2 Please see below:
- I. Information not held
 - II. The national Electronic Staff Record System category is "Death in Service" there are no sub categories to record the reason for death

Q3 Please include copies of any 'death in service' procedure or policy the organisation uses

A3 Please see attached documents

Q4 Please describe if there is any work in progress to address mental health needs or suicide risk among your nursing workforce, or alternatively where there have been suicides whether there have been any changes in workplace practices as a result?

Please bear in mind that the under the FOIA, the Section 40 exemption for personal information only applies to living individuals. This means that the exemption cannot be used for information about, and which identifies, deceased individuals. The Data Protection Act does not cover information about people who have died.

Here is the Information Commissioner's Office 'information about the deceased' guidelines:

<https://ico.org.uk/media/for-organisations/documents/1202/information-about-the-deceased-foi-eir.pdf>

A4 The Trust provides a range of offerings to improve staff wellbeing. Offerings range from the provision of Staff Counselling; Occupational Health and Physiotherapy services, to the provision of specific courses and training, toolkits and signposting to other available support mechanisms. Wellbeing offerings are reviewed and updated regularly in light of lessons learned from, for example, reasons for staff absence.

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 676474.

Yours,



Leah Carlisle
Deputy Head of Quality, Safety & Compliance