



Ref: FOIA Reference 2020/21-529

Date: 1st March 2021

Email foi@uhnm.nhs.uk

Dear

I am writing in response to your email dated 17th February 2021 requesting information under the Freedom of Information Act (2000) regarding staff absence.

The University Hospitals of North Midlands Trust is committed to the Freedom of Information Act 2000.

However, the NHS is facing unprecedented challenges relating to the coronavirus (COVID-19) pandemic at the current time. Understandably, our resources have been diverted to support our front-line colleagues who are working tremendously hard to provide care for our patients, and to those in need of our services.

We strive to be transparent and to work with an open culture. But at this time, whilst care of our patients and the safety of our staff takes precedent, it is likely that responses to some requests for information will be delayed. We apologise for this position in advance, and will endeavour to provide you with as much information as we can, as soon as we are able.

The Information Commissioners Office has recognised the current situation in the NHS

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHM) 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 How many NHS staff in your Trust were absent on sick leave in the calendar years?

- 2018
- 2019
- 2020

OR if records are kept in the financial years?

- 2017/18
- 2018/19
- 2019/20

A1 Please refer to answer 4

Q2 How many work days were lost in each period (as above) through sickness leave?

A2 Please refer to answer 4

Q3 For each year (calendar or financial) how many of those staff were absent through mental health issues?

A3 Please refer to answer 4

Q4 How many work days were lost in each period through mental health conditions including depression, anxiety, PTSD?

A4 See below:

	2017/18	2018/19	2019/20	Notes / Comments
How many NHS staff in your Trust were absent on sick leave in the financial years	5190	4823	4821	These are the number of absence episodes. Staff may have taken multiple episodes in a period, so this may not equate to the number of individual staff who were absent in the period
How many work days were lost in each period (as above) through sickness leave?	56327	58215	60112	These are the number of absence days, which may not necessarily equate to work days lost
For each year (financial) how many of those staff were absent through mental health issues?	383	426	452	These are the number of absence episodes. Staff may have taken multiple episodes in a period, so this may not equate to the number of individual staff who were absent in the period
How many work days were lost in each period through mental health conditions including depression, anxiety, PTSD?	15570	14605	12850	These are the number of absence days, which may not necessarily equate to work days lost
The sickness absence reason selected for this FOI request is 'Anxiety/Stress, depression and other psychiatric illnesses'				

*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.

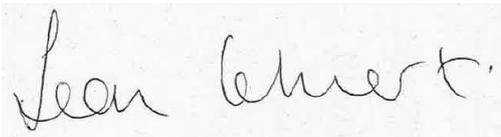
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and 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 671612.

Yours,



Jean Lehnert
Data, Security & Protection Manager