

## Title: Staff Absences

---

Reference Number: RDF1225-23

Date of Response: 27/01/23

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

*I am getting in touch to request data under the Freedom of Information Act.*

*For each question, could I please ask for responses to be split into the five most recent financial years: 2022/23, 2021/22, 2020/21, 2019/20, 2018/19. I appreciate the current financial year is still ongoing.*

- 1. How many days have trust staff taken off (sick leave not holiday)?*
- 2. How many days have trust staff taken off for stress or anxiety?*
- 3. 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.*
- 4. How many days have trust employees taken off due to  
(I) covid and  
(II) Covid contact-related self-isolation?*
- 5. How many trust staff have taken more than a month off in one given year due to stress or anxiety.*
- 6. 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.*

Answer: Please see table below and note absences are recorded for the total duration of an employee sickness period, regardless of the total day/s of the week scheduled to work and whether an employee was due to be working.

In accordance with Section 40 (2) of the Freedom of Information Act 2000, we are unable to provide figures where the number of staff is less than or equal to five and could risk the identification of those staff and breach Caldicott principles. In these cases  $\leq 5$  is used to indicate that a figure between 1 and 5 is being suppressed.

This follows NHS Digital (formerly HSCIC) analysis guidance (2014) which states that small numbers within local authorities, wards, postcode districts, CCG's providers and Trusts may allow identification of staff and should not be published.

	<b>2022/23</b> <i>(01/04/2022 to 31/12/2022)</i>	<b>2021/22</b>	<b>2020/21</b>	<b>2019/20</b>	<b>2018/19</b>
	<b>1. How many days have trust staff taken off (sick leave not holiday)?</b>				
	208,862	245,105	193,473	197,447	182,882
	<b>2. How many days have trust staff taken off for stress or anxiety?</b>				
	47,927	62,184	56,621	56,861	45,533
	<b>3. 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.</b>				
Add Prof Scientific and Technic	1,234	1,672	1,621	1,051	989
Additional Clinical Services	12,330	20,121	15,235	13,901	11,657
Administrative and Clerical	9,019	11,896	13,728	16,465	10,551
Allied Health Professionals	3,994	3,040	3,477	2,341	2,748
Estates and Ancillary	3,023	4,992	4,789	5,257	5,196
Healthcare Scientists	1,033	735	566	562	731
Medical and Dental	3,487	2,628	2,072	2,541	2,480
Nursing and Midwifery Registered	13,807	17,100	15,133	14,743	11,181
	<b>4a. How many days have trust employees taken off due to covid</b>				
	59,356	116,180	134,895	N/A	N/A
	<b>4b. How many days have trust employees taken off due to Covid contact-related self-isolation?</b>				
	11,429	69,637	116,735	N/A	N/A
	<b>4. How many trust staff have taken more than a month off in one given year due to stress or anxiety.</b>				

	460	556	525	517	415
	<p><b>5. 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.</b></p>				
	<p>275 days  ≤5 x Add, Prof Scientific &amp; Tech  ≤5 x Additional Clinical Services,  ≤5 x Admin &amp; Clerical,  ≤5 x Allied Health Professional  ≤5 x Estates &amp; Ancillary,  ≤5 x Nursing &amp; Midwifery</p>	<p>365 days  ≤5 x Additional Clinical Services,  ≤5 x Nursing &amp; Midwifery</p>	<p>365 days  ≤5 x Additional Clinical Services,  ≤5 x Admin &amp; Clerical,  ≤5 x Estates &amp; Ancillary,  ≤5 x Nursing &amp; Midwifery</p>	<p>366 days  ≤5 x Admin &amp; Clerical  ≤5 x Allied Health Professional  ≤5 x Nursing &amp; Midwifery</p>	<p>365 days  ≤5 x Estates &amp; Ancillary  ≤5 x Medical &amp; Dental</p>