

Date: 09/03/2015

FREEDOM OF INFORMATION ACT 2000 - Ref: FOI/012127

With reference to your FOI request in connection with 'Sickness' please see response below.

How many of your employees in your Hospital Trust have been signed off work because of anxiety/stress/depression or other psychiatric illnesses in the past 12 months and every year for the past 5 years? (if the same employee is off over a period where it changes years, please count them once in both years)

Year	No. of Employees
2010	233
2011	231
2012	289
2013	281
2014	334

Please note that whilst these figures indicate an increase, it should be remembered that the our staff in post numbers have not remained static during this period. The number of employees working at this Trust has too increased during this period. In 2010 total number of staff = 3257 and in 2014 = 4163.4

Please give the total number days lost due to all staff sickness and ill health in the past 12 months and every year for 5 years?

Year	FTE Days lost to sickness
2010	48586.21
2011	45578.70
2012	56722.02
2013	55415.69
2014	56400.39

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Please give the total number of days lost due to absences because of anxiety/stress/depression or other psychiatric illnesses in the past 12 months and every year for 5 years?

Year	FTE Days lost to sickness
2010	7726.32
2011	6725.66
2012	9674.34
2013	8299.86
2014	9005.92

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What's the longest time someone has been continuously signed off work at your Hospital Trust, because of anxiety/stress/depression or other psychiatric illnesses?

As this question is referring to an individual person's sickness record, a Trust response could inadvertently identify that person and could potentially cause them harm or distress particularly if the response is to be published in the public domain via the Press. There is a possibility that not only they, but also their relatives or friends would be able to make the association of the published information with the Trust individual. The collection of sickness information from a Trust member of staff would have been for a specific purpose and the member of staff would not have the expectation that this information would have been published outside of the Trust for any other reason.

- How much do you estimate it has cost you having your employees signed off because of anxiety/stress/depression or other psychiatric illnesses in the past 12 months and every year for the past 5 years? (i.e. costs of covering staff)

Information stating absence and any reasons for covering an absence is not held centrally on an electronically reportable system. To retrieve information for each of the last five years from local systems is estimated would take over 18 hours.