

Reference Number: FOI202223/539
From: Private Individual
Date: 18 January 2023
Subject: Stress and Anxiety Absence

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

I appreciate the current financial year is still ongoing.

- 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
- a. 98,671 (Data provided from April 2022 – December 2022)
 - b. 131,249
 - c. 116,056
 - d. 112,995
 - e. 102,977

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

- A2
- a. 34,342 (Data provided from April 2022 – December 2022)
 - b. 43,891
 - c. 50,098
 - d. 42,792
 - e. 34,729

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
a. Data provided from April 22 - Dec 22	Add Prof Scientific and Technic	3,103
	Additional Clinical Services	8,767
	Administrative and Clerical	8,909
	Allied Health Professionals	1,340
	Estates and Ancillary	3,208
	Healthcare Scientists	601
	Medical and Dental	772
	Nursing and Midwifery Registered	7,642
b. April 21 - Mar 22	Add Prof Scientific and Technic	3,051

	Additional Clinical Services	9,865
	Administrative and Clerical	10,516
	Allied Health Professionals	1,693
	Estates and Ancillary	3,721
	Healthcare Scientists	1,151
	Medical and Dental	880
	Nursing and Midwifery Registered	13,014
c. April 20 - Mar 21	Add Prof Scientific and Technic	2,524
	Additional Clinical Services	9,335
	Administrative and Clerical	9,025
	Allied Health Professionals	1,901
	Estates and Ancillary	5,685
	Healthcare Scientists	1,151
	Medical and Dental	1,188
	Nursing and Midwifery Registered	19,289
d. April 19 - Mar 20	Add Prof Scientific and Technic	2,512
	Additional Clinical Services	7,010
	Administrative and Clerical	7,614
	Allied Health Professionals	1,455
	Estates and Ancillary	4,617
	Healthcare Scientists	1,030
	Medical and Dental	655
	Nursing and Midwifery Registered	17,899
e. April 18 - Mar 19	Add Prof Scientific and Technic	1,517
	Additional Clinical Services	7,432
	Administrative and Clerical	6,139
	Allied Health Professionals	1,194
	Estates and Ancillary	3,280
	Healthcare Scientists	708
	Medical and Dental	1,842
	Nursing and Midwifery Registered	12,617

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

A4

Year	a. Sickness Days Absent - COVID	b. Sickness Days Absent - COVID IP
a. 2022/2023 (Data provided from April 2022 – December 2022)	13,056	266
b. 2021/2022	16,641	2,752
c. 2020/2021	11,886	9,344
d. 2019/2020	1,999	2,341
e. 2018/2019	0	0

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

- A5 a. 305 2022/2023 (Data provided from April 2022 – December 2022)
b. 364
c. 368
d. 301
e. 253

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-e: 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.