Ref: FOIA Reference 2018/19-678

Date: 25th February 2019

Dear

I am writing in response to your email dated 11th February 2019 requesting information under the Freedom of Information Act (2000) regarding staff sickness due to mental health reasons.

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   How many medical staff (doctors and nurses) were off sick in 2018 due to mental health reasons?

A1   The following table sets out the number of absence occurrences and Full Time Equivalent (fte) days lost for reasons of Anxiety/Stress/Depress/Other psychiatric illness

Table 1

1st Jan 2018 – 31st Dec 2018			Staff in Post FTE at 31/12/18
Staff Group	Absence Occurrences	FTE Days Lost	2018/12
Medical and Dental	30	1,476.37	1,096.64
Nursing and Midwifery Registered	403	11,711.50	2,922.50
Grand Total	433	13,187.88	4,019.14

Notes
•   The table also shows the Staff in post (fte) as at 31st Dec 2018 to provide context for the number of occurrences
•   The number of absence occurrences does not necessarily equate to the number of staff who took sick leave. Staff may have taken one, two or multiple separate occurrences during the period

Q2   Please could I have a breakdown of the figures for both doctors and nurses separately?

A2   Please refer to table 1 above.

Q3   How many days in total were taken off due to mental health reasons in 2018?

A3   Please refer to table 1 above.

Q4 **How many medical staff (doctors and nurses) were off sick ten years earlier (2008) due to mental health reasons?**

A4 The information held relates to Royal Stoke University Hospital. The following table sets out the number of absence occurrences and Full Time Equivalent (fte) days lost for reasons of
- Stress/Anxiety
- Other mental disorders
- Psychological
- Psychoses

Table 2

1st Jan 2008 – 31st Dec 2008			Staff in Post FTE at 31/12/08
Staff Group	Absence Occurrences	FTE Days Lost	2018/12
Medical and Dental	8	568.00	689.12
Nursing and Midwifery Registered	206	7,673.85	1,926.04
Grand Total	214	8,241.85	2,615.15

Notes:
- The table also shows the Staff in post (fte) as at 31st Dec 2008 to provide context for the number of occurrences
- The number of absence occurrences does not necessarily equate to the number of staff who took sick leave. Staff may have taken one, two or multiple occurrences during the period

Q5 **Please could I have a breakdown of the figures for both doctors and nurses separately for 2008?**

A5 Please refer to table 2 above.

Q6 **How many days in total were taken off due to mental health reasons in 2008?**

A6 Please refer to table 2 above.

Q7 **Please could I also request a breakdown of what categories comes under 'mental health' - e.g. stress etc.**

A7 Information held relates to Royal Stoke University Hospital up to 31st October 2014 and after this date, the information relates to Royal Stoke University Hospital and County Hospital.

For sickness taken in 2018, the category in our Staff Record system is
- S10: Anxiety/stress/depression/other psychiatric illness

In 2008, the sickness categories used at the time were:
- Stress/Anxiety
- Other mental disorders
- Psychological
- Psychoses

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

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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