



Ref: FOIA Reference 2021/22-047

Date: 29th April 2021

Email foi@uhn.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 23rd April 2021 requesting information under the Freedom of Information Act (2000) regarding wellbeing day

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 (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 Please could you provide me with information regarding the introduction of any wellbeing days or mental health days for the employees in your Trust? By wellbeing days, I mean days off given to employees to help them prioritise wellness or mental health. Some companies have introduced these days in response to the stress of the pandemic.

I would like to know:

- **Have you introduced a wellbeing day for your employees?**
- **If so, does this apply to all your employees or just some?**
- **When was it introduced?**
- **Can the wellbeing day be taken off by employees at any time of year, or is there a specific date when everyone takes the day off together?**
- **Why did you introduce a wellbeing day?**

A1 See below:

Have you introduced a wellbeing day for your employees?	Yes
If so, does this apply to all your employees or just some?	All employees who were employed in the NHS on 1 December 2020. However, bank staff who do not hold a substantive post elsewhere in the Trust, although valued members of the team, do not receive the additional day's leave due to the way their annual leave is calculated
When was it introduced?	1st February 2021
Can the wellbeing day be taken off by employees at any time of year, or is there a specific date when everyone takes the day off together?	Staff are supported and encouraged to take the wellbeing day leave within three months but if this isn't possible this can be extended to 31 March 2022
Why did you introduce a wellbeing day?	Introduced in recognition of the extraordinary efforts all staff have demonstrated in 2020

*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.

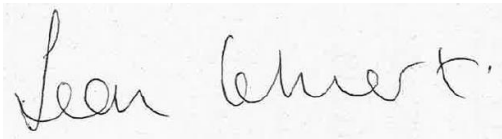
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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