

Freedom of Information Request: Our Reference CTMUHB_432_21

You asked:

1. Please can you tell me the volume of mental health related staff sickness from January 2018 – December 2018 and the same data from January 2019 to current?
2. The approximate cost to the health board as a result of this.
3. A breakdown of the groups of staff this related to – clinical, admin, domestics etc.

Please see information provided in the table below:

	January 2018 - December 2018	
	Absence Occurrences	Absence Estimated Cost
Add Prof Scientific and Technical	36	159,635.83
Additional Clinical Services	308	653,915.54
Administrative and Clerical	213	737,698.93
Allied Health Professionals	43	174,684.72
Estates and Ancillary	162	344,800.55
Healthcare Scientists	30	145,308.12
Medical and Dental	21	220,918.48
Nursing and Midwifery Registered	385	1,635,134.36
Students	0.00	0.00
Total	1,193	4,072,096.52

	January 2019 - August 2021	
	Absence Occurrences	Absence Estimated Cost
Add Prof Scientific and Technical	111	540,812.94
Additional Clinical Services	1,523	3,801,421.82
Administrative and Clerical	824	3,186,093.38
Allied Health Professionals	231	1,025,316.36
Estates and Ancillary	578	1,751,723.99
Healthcare Scientists	109	525,024.70
Medical and Dental	103	1,299,885.60
Nursing and Midwifery Registered	1,722	8,208,834.45
Students	12	12,636.12
Total	5,204	20,351,749.37

4. The current volume of staff currently on a sickness trigger regardless of the reason.

The Managing Attendance at Work Policy does not contain triggers it just contains advice to managing Long Term or Short Term Sickness. The numbers below (sickness occurrences) are from combined ESR and Healthroster data as @ 17th October.

Staff Group	Sickness		Total
	Long Term	Short Term	
Add Prof Scientific and Technical	13	16	29
Additional Clinical Services	190	84	274

Administrative and Clerical	86	39	125
Allied Health Professionals	25	22	47
Estates and Ancillary	109	56	165
Healthcare Scientists	6	5	11
Medical and Dental	18	10	28
Nursing and Midwifery Registered	201	98	299
Students	0	Less than 5	Less than 5

Please note where the figures are less than 5, the exact figures have been withheld due to the low numbers involved.

Where numbers are low we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. Also, responses under the Freedom of Information Act are made available to the public at large. The data is classed as personal data as defined under the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.