

Freedom of Information request 13-17

Request

I would like to know:

1. How many NHS staff in your health board took long-term sick leave in 2016? (Typically defined as 28 days off or more)
2. How much time was taken off in total from these employees? Can I have this in hours please.
3. Can I have the total number of employees who were on long-term sick leave divided into the appropriate job family i.e. 8 doctors, 12 nurses etc. – and the time taken off allocated to each job title if possible i.e. 8 doctors, 1000 hours in total taken off on sick leave.
4. Can I have the reasons for taking long-term sick leave given too i.e. anxiety/stress – and for how many hours each was the reason (of course this doesn't have to be allocated to job title...that would be very complicated to do).
5. Finally, can I have the total (lump) sum of long-term sick leave hours taken by employees for the four years prior to this. No specific information i.e. job title/illness description is being requested here – just the grand total of hours taken on long-term sick leave for each year.

Response

Please note the period in question is 1 January 2016 – 31 December 2016:

1. NHS Borders had 465 individuals who took long-term sick leave in 2016.
2. This totals 148,846.86 hrs.
3. Please find below details of the job families and hours lost:

Sum of Hours Lost	
NI	Total
ADMINISTRATIVE SERVICES	20965.58
ALLIED HEALTH PROFESSION	8045.61
DENTAL SUPPORT	2199.5
HEALTHCARE SCIENCES	2912
MEDICAL AND DENTAL	8068.42
MEDICAL SUPPORT	657.46
NURSING/MIDWIFERY	83548.14
OTHER THERAPEUTIC PERSONAL AND SOCIAL CARE	1274.25
2051.5	
SENIOR MANAGERS	300
SUPPORT SERVICES	18824.4
Grand Total	148,846.86

4. Please find below details on the reasons for sick leave:

AbsenceReason Description	Long Term
Anxiety/stress/depression/other psychiatric illnesses	53999.21
Asthma	283
Back problems	10051.51
Benign and malignant tumours, cancers	7025.5
Blood disorders	256
Chest & respiratory problems	3278.17
Cold, cough, flu - influenza	2224.75
Dental & oral problems	226
Ear, nose, throat (ENT)	420
Endocrine/glandular problems	757
Eye problems	126
Gastro-intestinal problems	1515.5
Genitourinary & gynaecological disorders - exclude pregnancy related disorders	5712.89
Headache/migraine	1317
Heart, cardiac & circulatory problems	3831
Infectious diseases	153
Injury, fracture	13786.36
Nervous system disorders - exclude headache, migraine	1178.5
Other known causes - not otherwise classified	16615.46
Other musculoskeletal problems	17751.76
Pregnancy related disorders	3028
Skin disorders	540.25
Unknown causes/not specified	4770
Grand Total	148,846.86

5. Please find below the number of hours lost with long-term sickness for the last 4 years:

Calendar Year	Long Term Hrs Lost
2015	134,354.48
2014	150,182.8
2013	107,374.15
2012	140,053.09

Sources:

2013-2016 eESS

2012 SGIS

Note that 2013 may be low due to changeover of systems and inability to accurately cross reference data entries.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **13-17** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both

the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.