

Freedom of Information request 555-23

Request

In financial years 2022/23 (where the previous release of information was not the complete year) and 2023/24:

1. How many employees have left your organisation due to ill health?

Of these how many have been

- dismissed on ill health grounds.
- retired on ill health grounds.

2. How many employees in your organisation are absent due to long-term ill-health?

Of these, how many

- Are absent due to “long Covid” (i.e., with a diagnosis)
- Are absent due to symptoms comparable to “long covid” (i.e., without a diagnosis)

3. Of the employees who have been dismissed on ill health grounds, how many of these:

- Were dismissed due to “long Covid”, (i.e., with a diagnosis)
- Were dismissed due to symptoms comparable to “long covid” (i.e., without a diagnosis)

4. Of the employees who have been retired on ill health grounds, how many of these:

- Were retired due to “long Covid”, (i.e., with a diagnosis)
- Were retired due to symptoms comparable to “long covid” (i.e., without a diagnosis)

5. How many personal injury claims your organisation has received from employees who have long Covid.

6. Finally, please provide your sickness and absence policy for managing employee absence due to “long Covid”.

Response

Please find attached the information from NHS Borders for questions 1 – 5 as requested:



FOI 555-23 Response
Data.xlsx

6. Please find attached the sickness and absence policy for managing employee absence due to “long Covid”:



NHS Scotland
Attendance Policy.pdf

As the number of events in some areas are very small and in accordance with the Code of Practice for Official Statistics any number that is less than five (or less than 10 where the total would identify numbers less than 5), actual numbers and potentially identifiable information is withheld to help maintain patient confidentiality due to potential risk of disclosure. Further information is available in the [ISD Statistical Disclosure Control Protocol](#).

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 **555-23** 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.