

**Freedom of Information Request****Ref: UHB 18-023**

Date 26 January 2018

By Email

Dear Sir

Thank you for your request for information under the Freedom of Information Act 2000. The Trusts response is as follows:

**Please provide all details of instances between January 11th 2010 and January 11th 2018 when employees of University Hospitals Bristol have been absent from work and the reason for the absence. Please provide details across all areas of University Hospitals Bristol.**

**Please include:**

- **Recorded reason for non-holiday time off/absence. Please provide discrete breakdowns i.e stress, anxiety.**
- **Time off taken in days**
- **Department and job role**
- **Any other relevant information**

The Trust is unable to provide the information originally requested as to obtain this information would take in excess of 18 working hours set down by the FOI as the reasonable limit. **Section 12** of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information.

We appreciate your co-operation in the process of managing your request and as agreed, we have provided data for the number of full time equivalent days lost to 'Stress/Anxiety/Depression/Other Psychiatric Illness for all staff groups apart from A&C and Estates & Ancillary' in the attached spreadsheet.

We take the health and wellbeing of our staff extremely seriously and support our staff to maintain their health and wellbeing. Our recording does not distinguish whether the reason for stress, anxiety or depression is related to home or work-life but we have a support programme available to staff that includes advice and support to help them to identify and manage potential causes of stress and anxiety before they become problematic. In addition the occupational health service offers a free, confidential counselling service for staff and signposts a wide variety of external sources of help and support for staff who would prefer to seek help outside of work.

Where the figures are fewer than 5, this has been denoted by \*\*. 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. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. Therefore under Section 40(2) of the Freedom of Information Act 2000, we will not be disclosing this information at this time. Section 40 is the exemption for personal information

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Trust Secretary  
University Hospitals Bristol NHS Foundation Trust  
Trust Headquarters  
Marlborough Street  
Bristol  
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely,

[REDACTED]  
[REDACTED]