

Freedom of Information Request

Ref: UHB 19-714

13 December 2019

By Email

Dear Sir/Madam

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

1. The number of working days lost to stress, anxiety, depression and other mental health conditions by members of staff within the your trust, by year since 2009.
2. The cost of losing these working days (based on wage multiplied by working hours lost).

Response	Days Lost Due to Anxiety/ Stress/ Depression/ Other Psychiatric Illness	Cost of Absent Days* £m
2011/2012	16,504	£1.55
2012/2013	18,896	£1.80
2013/2014	17,927	£1.87
2014/2015	19,801	£1.95
2015/2016	22,307	£ 2.19
2016/2017	26,266	£2.54
2017/2018	26,960	£2.66
2018/2019	26,278	£2.49
2019/2020	17,108	Incomplete Year

* Notes on the cost calculation.

The absence days listed represent the 'calendar days' out of work not the working days. i.e. someone who works Monday to Friday but is out for 2 weeks would be listed as 14 days not the worked 10 days.

The cost is calculated based on the average cost per FTE per staff group per day for that year. This is only indicative due to its average nature.

The average cost calculation includes employers costs (i.e. national insurance and pension contributions) for all years.

The average cost calculation includes estimated unsocial enhancements (i.e. weekend and night work) for all staff up to 2013/14, but only for medical staff after that reflecting a change in Terms and Conditions moving staff to a basic wage payment for sick days.

The relationship between cost and days is not linear due to the differing staff groups affected

each year (i.e. some years staff with a higher average cost have had more lost days than others).

The cost of calculation does not necessarily represent the true cost of the absence as in some instances absences will not be directly covered and workload will be picked up within the existing resource. In others areas cover may be provided at a cost (i.e. agency staff).

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:

Director of Corporate Governance
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

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

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

Yours sincerely

FOI Team
UH Bristol NHS Foundation Trust