File reference	W18FOI610
Key words	Staff Sickness due to Mental Health Reasons
Date of release	28/02/2019
Attachments	No

Freedom of Information Act Disclosure log - Reply Extract

You asked

Response introduction

Our Occupational Health & Wellbeing Department (OH&WB) provides consultant-led OH services. Their role is to minimise work-related ill-health and to maximise good general health in the workplace. OH&WB act as professional advisers to both employees and managers. The team consists of specialist doctors, nurses and counsellors, who are here to offer professional, confidential and impartial advice about health, safety and wellbeing of our staff.

The OHWB service is accredited under the Safe Effective Quality Occupational Health Standards (SEQOHS) scheme assuring consistent quality for OH departments.

As well as traditional services such as health screening, surveillance and attendance management, and health promotion, the OHWB Team also offer a range of proactive services aimed at reducing sickness absence, developing personal resilience and improving performance. These include, particularly in relation to supporting mental health:

Attendance Management support:
- Occupational Health Assessments
- Case conferences
- Wellness Recovery Action Plans (WRAP)
- Self Care Course

Psychological and Employee Support Services including:
- Mediation
- Counselling
- Stress Management training for managers and staff
- Support for managers carrying out stress risk assessments

You asked

1. **How many medical staff (doctors and nurses) were off sick in 2018 due to mental health reasons?**

   Medical and Dental, Nursing and Midwifery = 296

2.   Please could I have a break down of the figures for both doctors and nurses separately?

Medical and Dental = 29
Nursing and Midwifery = 267

3.   How many days in total were taken off due to mental health reasons in 2018?

Medical and Dental = 886
Nursing and Midwifery = 9,909
All Staff Groups = 34,503

4.   How many medical staff (doctors and nurses) were off sick ten years earlier (2008) due to mental health reasons?

The Trust does not hold the information you seek. Reporting mechanisms were not robust in 2008 due to our Electronic Staff Record (ESR) still being in its infancy. Many absences were recorded as 'Unknown/other' and this prevents us from answering this question with any accuracy.

5.   Please could I have a breakdown of the figures for both doctors and nurses separately for 2008?

As per question 4

6.   How many days in total were taken off due to mental health reasons in 2008?

As per question 4

7.   Please could I also request a breakdown of what categories comes under 'mental health' - eg stress etc.

Anxiety/Stress/Depression/Other Psychiatric Illness

Legal notes
University Hospitals Plymouth NHS Trust is confirming in accordance with section 1 (a) of the Act that it holds the information requested and is supplying it in accordance with section 1(b) unless otherwise specified.

Please find the answers to your questions noting that we have redacted the data set where numbers are five or fewer. This avoids a breach of the first two Data Protection Act principles and the general right to object to processing. This refusal is in accordance with section 40.-(2)(a) and (b) by virtue of the first and second condition. It also satisfies our duties in compliance with section 16 of the FOI to offer advice and assistance.

Attachments included: No