

**Information Governance**

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25 October 2023

**Our reference: FOI DA4962**

I am responding to your request for information received 18 September 2023. I am sorry for the delay in responding to your request. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Information Rights Coordinator

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 0303 123 1113  
Web: [www.ico.org.uk](http://www.ico.org.uk)

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We promise to work together creatively to: learn 'what matters' to everyone, achieve a better quality of life and continuously improve our services.  
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**Interim Chief Executive Officer:** Lorraine Sunduza  
**Chair:** Eileen Taylor

**Request:** I've included a list of questions below, and I'd appreciate any responses:

**Question 1: What is the name of your Trust?**

**Answer:** East London NHS Foundation Trust.

**Question 2: What is the current sickness rate for your staff for LTS and STS?**

**Answer:** Long Term Sickness: 2.66%  
Short Term Sickness: 1.93%

**Prevention of sickness absence:**

**Question 3: What does your Trust do, in order to prevent sickness absence?**

**Answer:** The Trust has reviewed question 3 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—  
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and  
(b) if that is the case, to have that information communicated to them.*

East London NHS Foundation Trust does not record information on prevention of sickness absence as requested and is therefore unable to provide a response.

**Question 4: To what degree (rating on a scale of one to ten), do you feel as if your organisation has measures in place, in order to prevent sickness absence?**

**Answer:** The Trust has reviewed question 4 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—  
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and  
(b) if that is the case, to have that information communicated to them.*

East London NHS Foundation Trust does not record the information requested and is therefore unable to provide a response.

**Question 5: As part of the research I have conducted, it seems apparent that to prevent sickness absence, a healthy workplace is needed. How does your Trust do this? If they don't, what do you feel as if they should be doing?**

**Answer:** The Trust has reviewed question 5 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

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East London NHS Foundation Trust does not record the information requested and is therefore unable to provide a response.

**Question 6: What (if anything), do you feel as if your organisation could do to prevent sickness further?**

Answer: The Trust has reviewed question 6 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—  
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and  
(b) if that is the case, to have that information communicated to them.*

East London NHS Foundation Trust does not record the information requested and is therefore unable to provide a response.

**Question 7: Does your Trust offer ‘duvet days’ or days off, related to mental health reasons, but doesn’t trigger towards formal sickness management? If so, have you found that since implementing such scheme, sickness absence has reduced? If not, is this something that your Trust would consider? What’s your personal opinion on this?**

Answer: The Trust has reviewed question 7 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

*(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.*

The information requested is accessible here:

Point 20:

[https://www.elft.nhs.uk/sites/default/files/2022-01/2020\\_managing\\_sickness\\_absence\\_policy\\_v8.pdf](https://www.elft.nhs.uk/sites/default/files/2022-01/2020_managing_sickness_absence_policy_v8.pdf)

**Question 8: To what degree do you feel as if your Trust works in a way which accommodates flexible working?**

Answer: The Trust has reviewed question 8 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—  
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and  
(b) if that is the case, to have that information communicated to them.*

East London NHS Foundation Trust does not record the information requested and is therefore unable to provide a response.

**Question 9: Do you think that your Trust could be doing anything further, to promote and implement flexible working schemes, specifically with the intention of reducing sickness absence?**



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Answer: The Trust has reviewed question 9 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—  
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and  
(b) if that is the case, to have that information communicated to them.*

East London NHS Foundation Trust does not record the information requested and is therefore unable to provide a response.

### **Impact on Patient Care:**

#### **Question 10: How does your Trust reduce the impact on patient care, through high levels of sickness absence?**

Answer: The Trust has reviewed question 10 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—  
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and  
(b) if that is the case, to have that information communicated to them.*

East London NHS Foundation Trust does not record the information on impact of sickness absence as requested and is therefore unable to provide a response.

#### **Question 11: What does your wellbeing support look like, within your Trust?**

Answer: The Trust has reviewed question 11 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

*(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.*

The information requested is accessible here:

<https://www.elft.nhs.uk/working-for-us/looking-after-our-staff>

#### **Does this have a correlation to the sickness absence within your organisation?**

Answer: The Trust has reviewed question 11 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—  
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and  
(b) if that is the case, to have that information communicated to them.*

East London NHS Foundation Trust does not record the information requested and is therefore unable to provide a response.



**Question 12: Please could you send me a copy of your Sickness Absence Policy.**

Answer: The Trust has reviewed question 12 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

*(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.*

The information requested is accessible here:

[https://www.elft.nhs.uk/sites/default/files/2022-01/2020\\_managing\\_sickness\\_absence\\_policy\\_v8.pdf](https://www.elft.nhs.uk/sites/default/files/2022-01/2020_managing_sickness_absence_policy_v8.pdf)



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