



East London

NHS Foundation Trust

Information Governance

Robert Dolan House

9 Alie Street

London

E1 8DE

Email elft.foi@nhs.net

Website: <https://www.elft.nhs.uk>

28 November 2025

Our reference: FOI DA6359

I am responding to your request for information received 17 November 2025 and clarified 18 November. 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
Wycliff House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113

Web: www.ico.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention



We promise to work together creatively to: learn
'what matters' to everyone, achieve a better quality
of life and continuously improve our services.
We care . We respect . We are inclusive

Chief Executive Officer: Lorraine Sunduza
Chair: Eileen Taylor

Request:

Question 1: What is the distribution of sickness absence days amongst your organisation's workforce by percentile?

Clarification: data for the latest period you have available – I would imagine that this might be the financial year 24-25?

Answer: Please see table below:

Percentile	Sickness Absence (days)
10	1 day
20	1 day
30	2 days
40	2 days
50	3 days
60	4 days
70	5 days
80	8 days
90	22 days
100	365 days

Question 2: A breakdown of sickness absence in your organisation in 2024 by grade and function

Answer: Please see Appendix 1 attached.

Question 3: Details of what measures, interventions and support has your organisation provided to reduce sickness absence.

Clarification: data for the latest period you have available – I would imagine that this might be the financial year 24-25?

Answer: Interventions to support management of sickness absence:

- Implemented a new sickness absence policy looking at how best to support staff to achieve good attendance. This includes opportunities to return to work early on a phased return to work or be considered for redeployment if recommended by Occupation Health (OH).
- Sharing of headline data to Directorate Management Team (DMT) on sickness absence rates; number of cases being managed and any themes to raise the profile of absence.
- Introduction of monthly sickness deep dives held at Directorate level to support the management of individual sickness absence situations but also to have a holistic view of the reasons for sickness absence so interventions/strategies can be developed to prevent sickness absence in the first place.
- Trust-wide Sickness deep dive in August 2025 to look at trends/reasons for absence etc.

Support Available to reduce sickness absence:

- Occupational Health. Includes access to physio etc if advised by OH
- Employee Assistance Programme.
- Work life Balance (Flexible working) Policy.
- Training for managers on managing sickness absence in line with the policy.



We promise to work together creatively to: learn 'what matters' to everyone, achieve a better quality of life and continuously improve our services.
We care . We respect . We are inclusive

Chief Executive Officer: Lorraine Sunduza
Chair: Eileen Taylor

- Disability Zone on the Trust's intranet providing information about disability and adjustments.

Question 4: A copy of your HR policies relating to sickness absence

Answer: The Trust has reviewed question 4 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/2025-07/managing_sickness_absence_policy_9.1.docx

Question 5: How many members of staff employed by your organisation have been on long-term sickness absence in 2019, 2020, 2021, 2022, 2023 and 2024?

Answer: Please see table below:

Year	Number of staff on long term sickness
2019	768
2020	699
2021	829
2022	863
2023	999
2024	1091

a. At what grades and functions?

Answer: Please see Appendix 2 attached.

b. How many of these members of staff did not return permanently to work by year?

Answer: Please see table below:

Year	Number of staff that did not return permanently to work
2019	34
2020	37
2021	39
2022	52
2023	67
2024	65

Question 6: How many members of staff employed by your organisation who were no longer able to fulfil their current role has your organisation supported to find alternative roles f in other parts of the NHS in 2019, 2020, 2021, 2022, 2023 and 2024.



We promise to work together creatively to: learn 'what matters' to everyone, achieve a better quality of life and continuously improve our services.
We care . We respect . We are inclusive

Chief Executive Officer: Lorraine Sunduza
Chair: Eileen Taylor

Clarification: we mean the staff whose contracts are terminated either by themselves or by the trust.

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. As an organisation we would not know who has found roles in other organisations as this is not recorded.



We promise to work together creatively to: learn
'what matters' to everyone, achieve a better quality
of life and continuously improve our services.
We care . We respect . We are inclusive

Chief Executive Officer: Lorraine Sunduza
Chair: Eileen Taylor