



Ref: FOI-064-202425-HR-Sick Days

**Royal Stoke University Hospital**  
**Data, Security and Protection**  
Newcastle Road  
Stoke-on-Trent  
Staffordshire  
ST4 6QG

Date 22nd May 2024

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear Sir/ Madam

I am writing to acknowledge receipt of your email dated 23rd April 2024 requesting information under the Freedom of Information Act (2000) regarding sick days.

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore, the response below is for the two sites combined from that date where appropriate.

**Q1 I am writing to you under the Freedom of Information Act 2000 to request the following information from [Authority name].**

**Can I please have data on sick days taken by employees within your organisation for the last 5 years. I'm aware you are unable to provide personal information so please just refer to each person as Person1, Person 2 etc.**

**Please provide the information below in CSV file format in the following order of preference:**

**[Authority name],  
Calendar Year,  
Anonymised Person data,  
Department,  
Number of days off sick,  
Approx cost of sickness absence,  
Reason (if available)**

**Please could you provide the information in a CSV file format in this order:**

**[Authority name], Year, Person XX, Department, Number of Days off sick, Cost, Reason**

**If any fields are not available or you are not able to provide for whatever reason, please just leave the space between the comma blank.**

**A1 We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI**

Act. Personal information. (Information attached as requested, at Org 4 level, because Org 5 would increase the risk of who was off sick being identified, for smaller department with only 3-5 individuals in it.)

*This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.*

Under section 16 of the FOI Act we are required to provide requestors with advice and assistance where possible. We would therefore like to advise you that your request has shortened to what we can supply in a summarised manner.

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

***UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.***

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

Yours,



University Hospitals  
of North Midlands  
NHS Trust

**Rachel Montinaro**  
Data Security and Protection Manager - Records

