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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd/Chairman: **Andrew Davies**
Prif Weithredwr/Chief Executive: **Tracy Myhill**

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 18th June 2019
Ein Cyf / Our Ref: 19-E-016

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🖱 FOIA.Requests@wales.nhs.uk

Corporate Administration
Headquarters
1 Talbot Gateway
Baglan
Port Talbot, SA12 7BR

[REDACTED]

[REDACTED]

I refer to your Freedom of Information Act Request acknowledged by ourselves on 17th May 2019. Your request sought information relating to staff sickness.

Please note that from 1st April 2019 responsibility for providing healthcare services for people in the Bridgend County Borough Council area transferred from Abertawe Bro Morgannwg University Health Board to Cwm Taf Morgannwg University Health Board. In light of this change to ABMU's responsibilities, the organisation's name has changed to Swansea Bay University Health Board. However as you have asked for data for the last 5 years we have provided the information that ABMU Health Board held which will include Bridgend data.

The Health Board is committed to supporting the health and wellbeing of its staff. The Board has achieved the Gold Corporate Health Standard for workplace health promotion. Among the services available are confidential counselling for staff experiencing problems affecting their day to day lives; impartial occupational health advice about work-related health issues; stress management courses; and health and wellbeing events and activities.

Health Board specialists also deliver Wellbeing through Work programme. This supports working people – not just employees – to remain in or return to employment when they have issues that could affect their ability to do their job.

It is also worth noting that most of our staff give direct patient care and naturally work in an environment where there is a large number of infectious gastrointestinal and respiratory viral illnesses present, and unfortunately this leads to some staff who care for patients themselves becoming ill.



Pencadlys BIP Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR / Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR

Bwrdd Iechyd Prifysgol Bae Abertawe yw enw gweithredu Bwrdd Iechyd Lleol Prifysgol Bae Abertawe
Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

We do, however, carry out a significant annual staff influenza vaccination programme to reduce the risk of flu among our staff, and staff are receive training to deliver high standards of hand hygiene and infection control to minimise the risks of other illnesses spreading, both among patients and themselves.

I request the following details for each of the last 5 financial years broken down into each year:

- 1. How many full-time staff were employed by the organisation in each financial year?**

	18/19	17/18	16/17	15/16	14/15
Headcount (as at 31 March)	16177	16101	16135	15770	15373

- 2. What was the number of staff sick days each year for stress, anxiety and/or depression? – you clarified on the 23rd May that you wanted all health board staff, not just full-time for Q2 to Q5.**

We record sickness absence in calendar days not working days and therefore this includes weekends which staff may not always have been scheduled to work. So, for example, if a member of staff was sick on a Friday through to Monday, it would count as four days absence, even if they were not scheduled to work that Saturday and Sunday. The number of absent days will also not reflect staff who work part-time i.e. only work 3 days a week etc.

	18/19	17/18	16/17	15/16	14/15
Absence days lost for anxiety/stress/depression/ other psychiatric illnesses	115183	102872	89829	84286	75544

- 3. How many members of staff were off each year for stress, anxiety and/or depression?**

	18/19	17/18	16/17	15/16	14/15
Number of staff off sick due to anxiety/stress/depression/ other psychiatric illnesses	2075	1917	1814	1550	1446

- 4. Total number of staff sick days each year for all sicknesses including the above?**

We record sickness absence in calendar days not working days and therefore this includes weekends which staff may not always have been scheduled to work. So, for example, if a member of staff was sick on a Friday through to Monday, it would count as four days absence, even if they were not scheduled to work that Saturday and Sunday. The number of absent days will also not reflect staff who work part-time i.e. only work 3 days a week etc.

	18/19	17/18	16/17	15/16	14/15
Number of staff sick days per year	358006	348307	339706	323874	319378



5. How many members of staff were off each year for all sicknesses including the above?

Please note that the figures below reflect staff who have been off for more than one reason in each year. For example, if someone was off with a cold, broken arm and stress in 1 year they would be counted 3 times.

	18/19	17/18	16/17	15/16	14/15
Number of staff off sick per year	15850	16451	16292	14845	14420

I hope this information is helpful. If you require anything further please contact us at FOIA.Requests@wales.nhs.uk.

Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via FOIA.Requests@wales.nhs.uk.

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.

Yours sincerely



On behalf of

Pam Wenger

Director of Corporate Governance

