NHS Tayside has now considered your request dated 24 July 2019.

NHS Tayside wishes to advise you that there are exemptions applicable to the information requested. Please refer to the exemptions section of this correspondence.

**Extract from Request**

“1. Sickness absence data including the number of working days lost to sickness per department for NHS Tayside employees (2015-Present)?
2. A breakdown of the causes/reasons for sickness absence (2015-Present)?
3. A breakdown of the costs of sickness absence per department (2015-Present)?”

**Response**

1. Sickness absence is recorded by all Boards by lost hours, and this has been provided in the table below.

   We report where staff are budgeted and not by location. Currently there are 1138 different financial locations, therefore lost hours has been broken down by National Job Family.

<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
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<td>152040</td>
<td>174092</td>
<td>169322</td>
<td>75904</td>
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</table>

2. Sickness absence is recorded with the following reasons:

<table>
<thead>
<tr>
<th>Reasons for Sickness Absence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anxiety/stress/depression/other psychiatric illnesses</td>
</tr>
<tr>
<td>Asthma</td>
</tr>
<tr>
<td>Back problems</td>
</tr>
<tr>
<td>Benign and malignant tumours, cancers</td>
</tr>
<tr>
<td>Blood disorders</td>
</tr>
<tr>
<td>Burns, poisoning, frostbite, hypothermia</td>
</tr>
<tr>
<td>Chest &amp; respiratory problems</td>
</tr>
<tr>
<td>Cold, cough, flu - influenza</td>
</tr>
</tbody>
</table>
Dental & Oral problems  
Ear, Nose, throat (ENT)  
Endocrine/glandular problems  
Eye problems  
Gastro-intestinal problems  
Genitourinary & gynaecological disorders - exclude pregnancy related disorders  
Headache/migraine  
Heart, cardiac & circulatory problems  
Infectious diseases  
Injury, fracture  
Nervous system disorders -exclude headache, migraine  
Other known causes - not otherwise classified  
Other musculoskeletal problems  
Pregnancy related disorders  
Skin disorders  
Substance abuse - include alcoholism & drug dependence  
Unknown causes/not specified

3. For cost of wages paid out while staff are on sick leave, NHS Tayside is unable to supply. This data is not available from any national workforce system, estimated timeframe to manually extract and calculate is estimated to be in excess of 40 hours due to sickness absence periods being paid at full pay, half pay and/or no pay, with part of Statutory Sick Pay being reclaimable, impacting on costs.


<table>
<thead>
<tr>
<th>Document Ref.</th>
<th>FOISA Exemption Applied</th>
<th>Justification</th>
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</table>
| IGTFOISA6580  | Section 12 – Excessive Cost to Comply (Q3) | • To compile the requested information would require manually extracting this data, once this had been extracted, verification and analysis of this information would have to be undertaken.  
• There is no resource available to NHS Tayside to undertake this work. |
|               | Section 17 – Information not held | • NHS Tayside does not hold the information requested in an easily identifiable format. (Q3)  
• NHS Tayside does not record absence in days. (Q1) |
Under section 20 (1) of the Act, if you are dissatisfied with the way NHS Tayside has dealt with your request, you have a right to request a review of our actions and decisions in relation to your request, and you have a right to appeal to the Scottish Information Commission.

A request for an internal review must be made in writing no later than forty working days from receipt of this response and sent to:

Head of Information Governance
Maryfield House (South)
30 Mains Loans
Dundee
DD4 7BT

Or by email to informationgovernance.tayside@nhs.net

If you are not content with the outcome of the internal review, you have the right to apply directly to the Scottish Information Commissioner for a decision. The Scottish Information Commissioner can be contacted at:

Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews, Fife
KY16 9DS

Or via the online appeal service: www.itpublicknowledge.info/Appeal

If you have any queries about this correspondence, please contact:

Information Governance Team
Maryfield House
30 Mains Loan
Dundee
DD4 7BT

Telephone - 01382 424413
E-mail: informationgovernance.tayside@nhs.net

Information Governance
NHS Tayside
08 August 2019