

Freedom of Information (Scotland) Act 2002

Date received	15/06/2022	Subject	Clinical Staff Sick Leave		
Passed to	HR Occupational Health	Date passed	21/06/2022	Respond by	06/07/2022
Category	Scottish Parliament	FOI number	2022-215		

Question/s to be answered

I would like to make the following request under the Freedom of Information Act.

- In this health board, what is the total number of clinical staff currently on sick leave? Please provide this data as a number and as a percentage of the total number of clinical staff in the health board. Where staff are currently on sick leave, please provide the reasons for their absence e.g. Covid, burnout, stress, mental health, illness.

For information to be within scope of requests under FOISA, the requested information must be held at the time that the request is made – see FOISA s 1(1).

In accordance with FOISA s 17(1), NHS Shetland confirms that it does not hold the information exactly as requested for the following reasons.

Our Systems are unable to provide up-to-date data as this is normally only updated on the first of the month for the previous month, unless someone is on long term sick leave.

We can provide the following information:

The number of clinical staff showing as off in June (up to the 22 June) is 39 (please note some may have returned from leave by this date), which equates to 4.68% of the workforce.

Breakdown of reasons for absence is shown in the table below:

Absence Reason Description	Total
Anxiety/stress/depression/other psychiatric illnesses	4
Back problems	2
Benign and malignant tumours, cancers	2
Chest & respiratory problems	4
Cold, cough, flu - influenza	8
Endocrine/glandular problems	1
Gastro-intestinal problems	7
Genitourinary & gynaecological disorders - exclude pregnancy related disorders	2
Headache/migraine	2
Nervous system disorders - exclude headache, migraine	1

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Other musculoskeletal problems	3
Pregnancy related disorders	1
Unknown causes/not specified	2
Grand Total	39

2. In this health board, what is the total number of clinical staff waiting to access Occupational Health Services?

Zero – as soon as a referral is received by Occupational Health, an appointment is made that working day.

a. Please provide this data as a number and as a percentage of the total number of clinical staff in the health board.

N/A

b. Where clinical staff have requested an appointment with Occupational Health Services, please provide the reasons for their absence e.g. Covid, burnout, stress, mental health, illness.

In accordance with FOISA s 17(1), NHS Shetland confirms that it does not hold the information requested. The Occupational Health systems do not record whether a staff member is on sick leave (referrals can be made to Occupational Health regardless of whether a staff member is on sick leave or not).

3. In this health board, during 2022/23 so far, what is the average waiting time for members of clinical staff to access Occupational Health?

a. Please provide the average waiting time and the longest waiting time.

The average waiting time is 4 weeks. The longest waiting time is 6 weeks.

b. Please also provide the data for the financial years 2021/22, 2020/21, 2019/20, 2018/19 and 2017/18.

This remains constant through the years.