

**Information Governance**

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Web: [www.oxfordhealth.nhs.uk](http://www.oxfordhealth.nhs.uk)

27 June 2017  
Reference no. 17180075

Dear

**Request for Information: Freedom of Information Act**

Thank you for your email of 12 June, making a request for information under the Freedom of Information Act. You requested the following information and the Trust is able to provide the information below in response:

**Request:**

Information relating to leave.

**Response:**

Please provide the organisation's total substantive absence rates (total absences as a % of headcount) by staffing group and absence type for the financial year. NB divide the total number of WTE sickness absence days by the total number of WTE calendar days available for each group.							
TOTAL SUBSTANTIVE ABSENCE RATES (%)							
	Total	Admin & Clerical	Nursing & Midwifery (including unqualified)	AHPs	Medical & Dental	Estates & Facilities	Scientific
Carer Leave	0.11%	0.02%	0.06%	0.01%	0.01%	0.00%	0.01%
Compassionate Leave							
Compensatory							
Jury Duty	0.01%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%
Maternity/Paternity/Adoption	1.99%	0.40%	1.02%	0.21%	0.10%	0.07%	0.18%
Representative Duties (to include Union, Military etc)	0.02%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%
Sickness	4.32%	0.86%	2.22%	0.46%	0.21%	0.15%	0.39%
Study/Professional Leave	0.38%	0.08%	0.19%	0.04%	0.02%	0.01%	0.03%
Unpaid Leave	0.17%	0.03%	0.09%	0.02%	0.01%	0.01%	0.02%
Other	0.03%	0.01%	0.02%	0.00%	0.00%	0.00%	0.00%
What was your total sick pay cost for 2014/15?	£8,812,800.00	£1,762,560.00	£4,520,966.40	£942,969.60	£423,014.40	£308,448.00	£800,202.24

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to me and I will ensure

the decision is reviewed. The Trust will consider undertaking a review if requested to do so within 40 working days of the date the response is received by the applicant, and will apply discretion if a longer period of time has passed.

Should you wish to make a complaint as a result of the outcome of such a review, you may apply directly to the Information Commissioner's Office (ICO) for a decision.

Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Trust for FoI Act matters.

The ICO can be contacted at:

The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Please contact me if there are any further queries.

Kind regards,

Yours sincerely,

Mark Underwood

Head of Information Governance