

Petra Kendall-Raynor
petrakraynor@fastmail.fm

19 February 2018

Our Ref: RFI 22486

Dear Ms Kendall-Raynor

**Freedom of Information Act 2000
Information in Relation to Trust Staff Absent due to Flu Symptoms**

I am writing to confirm that the South Eastern Health & Social Care Trust (the Trust) has now completed its search for the information relating to the above which you requested on 22 January 2018.

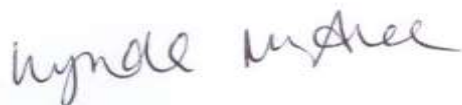
A response to each of the questions raised has been provided by the Human Resources and Corporate Affairs Directorate and is attached in Appendix A.

Under the terms of the legislation, if you are unhappy with this response you have the right to seek a review within the Trust in the first instance. If you wish to do so, please write to me at the address below.

If after such a review you are still unhappy with the response, you have the right to appeal to the Information Commissioner who will undertake an independent review. The Information Commissioner can be contacted at The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

If you have any queries about this letter, please do not hesitate to contact me. Please remember to quote the reference number above in any future communications.

Yours sincerely,



**L McAree (Miss)
Head of Information Governance &
Directorate Support**

Q1. How many total staff members (headcount whole-time equivalent number) were recorded as being absent from work (off sick) for flu symptoms in the financial or calendar year 2015-2016, 2016-17, 2017 - 18 (for 2017-18 - please supply figures as up to date as possible. For example, up to end of Jan 2018)

A1. Please see Table 1 below which shows the total headcount and total whole time equivalent (WTE) per calendar year from 2015 – 2017, for staff who were recorded as being absent from work due to flu symptoms.

Table 1

Calendar Years	2015	2016	2017
Headcount	554	573	504
Whole Time Equivalent (WTE)	485.5	501.0	440.2

Q2. How many registered nurses (headcount whole-time equivalent on Agenda for Change band 5 and above) were
a) recorded as being absent from work (off sick) for flu symptoms in the financial or calendar year 2015-2016, 2016-17, 2017 -18 (for 2017-18 - please supply figures as up to date as possible. For example, up to end of Jan 2018)
b) for how many days were these recorded absences (total) - using the same periods stated above. Eg. 200 days from 2015-16

A2. a) Table 2 below shows the number of registered nurses (Agenda for Change band 5 and above) with absence due to flu symptoms for calendar years 2015 – 2017, broken down by headcount and WTE.

Table 2

Calendar Years	2015	2016	2017
Headcount	155	180	151
Whole Time Equivalent (WTE)	137.5	160.0	133.4

b) Table 3 below shows the number of days absence for registered nurses (Agenda for Change band 5 and above) due to flu symptoms for calendar years 2015 – 2017. Please note Health Visitors, Midwives and District Nurses (Band 5 and above) have been included in these figures.

Table 3

Calendar Years	2015	2016	2017
Days Absent	1020	775	677

- Q3. How many doctors (headcount whole-time equivalent number from foundation year one and above) were recorded as**
- a) being absent from work (off sick) for flu symptoms in the financial or calendar year 2015-2016, 2016-17, 2017 -18 (for 2017-18 - please supply figures as up to date as possible. For example, up to end of Jan 2018)**
- b) for many days were these recorded absences (total) for the same periods stated above. Eg. 200 days from 2015-16**

- A3. a) Table 4 below shows the number of doctors (from foundation year one and above) with absence due to flu symptoms for calendar years 2015 – 2017, broken down by headcount and WTE.

Table 4

Calendar Years	2015	2016	2017
Headcount	8	14	14
Whole Time Equivalent (WTE)	7.4	13.6	13.8

- b) Table 5 below shows the number of days absence for doctors (from foundation year one and above) due to flu symptoms for calendar years 2015 – 2017.

Table 5

Calendar Years	2015	2016	2017
Days Absent	48	60	44

- Q4. Has the possibility of a mandatory flu vaccination for frontline NHS staff (for example, those working in A&E, adult or children's wards) been discussed at any trust meetings? If so, please provide details of what was said/discussed and on what date.**

- A4. The Flu Vaccination is not mandatory and therefore the possibility of a mandatory flu vaccination has not been raised at any Trust meetings.