



North East and North Cumbria

Our Reference SD\North East and North
Cumbria ICB\FOI ICB540

NECS – John Snow House
Durham University Science Park
Durham
DH1 3YG

Tel: 0191 301 1300
E-mail: necsu.icbfoi@nhs.net

19 September 2023

Dear

Freedom of Information Act 2000 – Request for Information – NHS North East and North Cumbria Integrated Care Board (NENC ICB)

Thank you for your request received by North of England Commissioning Support (NECS) on 18 September 2023 for information held by NHS North East and North Cumbria Integrated Care Board (NENC ICB) under the provisions of the Freedom of Information Act 2000.

NENC ICB covers the areas of County Durham, Gateshead, Newcastle, North Cumbria, North Tyneside, Northumberland, South Tyneside, Sunderland and Tees Valley (which covers the 5 councils that make it up – Darlington, Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton-on-Tees).

Please find the information you requested on behalf of the ICB as follows.

Your Request

1. What is the name of your Trust?
2. What is the current sickness rate for your staff for LTS and STS?

Prevention of sickness absence

1. What does your Trust do, in order to prevent sickness absence?
2. To what degree (rating on a scale of one to ten), do you feel as if your organisation has measures in place, in order to prevent sickness absence?
3. As part of the research I have conducted, it seems apparent that to prevent sickness absence, a healthy workplace is needed. How does your Trust do this? If they don't, what do you feel as if they should be doing?
4. What (if anything), do you feel as if your organisation could do to prevent sickness further?
5. Does your Trust offer 'duvet days' or days off, related to mental health reasons, but doesn't trigger towards formal sickness management? *If so, have you found that since implementing such scheme, sickness absence has reduced? If not, is this something that your Trust would consider? What's your personal opinion on this?*
6. To what degree do you feel as if your Trust works in a way which accommodates flexible working?

7. Do you think that your Trust could be doing anything further, to promote and implement flexible working schemes, specifically with the intention of reducing sickness absence?

Impact on Patient Care

1. How does your Trust reduce the impact on patient care, through high levels of sickness absence?
2. What does your wellbeing support look like, within your Trust? Does this have a correlation to the sickness absence within your organisation?
3. Please could you send me a copy of your Sickness Absence Policy.

Our Response

North East and North Cumbria Integrated Care Board is not an NHS Trust, so does not hold the information requested. Please find a list of acute and mental health trusts within the NENC region – you may wish to redirect your query to them.

NENC Acute Hospital FTs	Email
County Durham & Darlington NHS FT	cdda-tr.cddftfoi@nhs.net
Gateshead Health NHS FT	ghnt.foi.enquiries@nhs.net
North Cumbria Integrated Care NHS FT	FOIrequest@cumbria.nhs.uk
North Tees & Hartlepool NHS FT	foi@nth.nhs.uk
Northumbria Healthcare NHS FT	foi@northumbria.nhs.uk
South Tees Hospitals NHS FT	foi@stees.nhs.uk
South Tyneside and Sunderland NHS FT	stsft.freedomofinformation@nhs.net
The Newcastle Upon Tyne Hospitals NHS FT	nuth.freedom.information@nhs.net
NENC Mental Health Hospital FTs	Email
Cumbria, Northumberland, Tyne & Wear NHS FT	foi@cntw.nhs.uk
Tees, Esk & Wear Valley NHS FT	tewv.foi@nhs.net

In line with the Information Commissioner's directive on the disclosure of information under the Freedom of Information Act 2000 your request will form part of our disclosure log. Therefore, a version of our response which will protect your anonymity will be posted on the NHS ICB website <https://northeastnorthcumbria.nhs.uk/>.

If you have any queries or wish to discuss the information supplied, please do not hesitate to contact me on the above telephone number or at the above address.

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 the Senior Governance Manager using the contact details at the top of this letter quoting the appropriate reference number.

If you are not content with the outcome your complaint, you may apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the North of England Commissioning Support Unit.

The Information Commissioner can be contacted at:

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

www.ico.org.uk

Any information we provide following your request under the Freedom of Information Act will not confer an automatic right for you to re-use that information, for example to publish it. If you wish to re-use the information that we provide and you do not specify this in your initial application for information then you must make a further request for its re-use as per the Re-Use of Public Sector Information Regulations 2015 www.legislation.gov.uk . This will not affect your initial information request.

Yours sincerely

S Davies

S Davies
Information Governance Officer