Information Requested:

1. Can you confirm that under your sickness policy, you sanction staff based on the Bradford score by calculating both short term and long term sickness periods together? Example: Two periods, one short term of two days and a long term sickness (over 28 days), add together to sanction a stage one. I believed the NHS to not sanction on adding both the short and long term periods together, but manage them separately.

The Trust’s Sickness Absence Policy and Procedure manages long term and short term sickness separately.

Short term sickness is managed using the Bradford factor score or number of episodes in a rolling 12 month period as a trigger point. However, if an employee has an underlying health condition and has frequent periods of absence relating to this condition, this may be managed under the long term absence procedure rather than the short term procedure.

If an individual had a long term period of absence in the year has returned to work but continued to have intermittent absences throughout the year which are non-related to the long term absence then this may be managed under the short term period if absence is triggered by Bradford factor or episode triggers.

Long term sickness is managed using a continuous period of absence or frequent episodes of sickness relating to an underlying health condition.

Publication Scheme:

As part of the Freedom of Information Act, all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT’s Publication Scheme is located on its Website at the following link: https://eput.nhs.uk