

## Re: Your request made under the Freedom of Information Act 2000

I've included a list of questions below, and I'd appreciate any responses:

1. What is the name of your Trust?

Doncaster & Bassetlaw teaching Hospital

2. What is the current sickness rate for your staff for LTS and STS?

Apr 23 – Aug 23 **ST - 1.87% LT – 3.65%**

### Prevention of sickness absence:

1. What does your Trust do, in order to prevent sickness absence? **We do not have a specific policy for preventing sickness although we have various Health and Wellbeing schemes within the Trust. These include:**

Complementary Therapies

Know your numbers service(blood pressure etc)

Cycle to Work

Counselling service through Viv up

Health and Wellbeing Champions

Smoking Cessation

Weight management

Staff Smear Clinics

Staff Physiotherapy

Gym Memberships

Self Help Workbooks

Menopause guidance

Drug Alcohol and gambling advice

Working From Home

DBTH Staff Networks

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?

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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?

See Q1

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? **NO**  
*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?

**We accommodate flexible working whenever we can**

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:

8. What does your wellbeing support look like, within your Trust?

**The trust has an extensive wellbeing offer to our employees. We have been nominated & shortlisted for a number of industry awards for the health & wellbeing offer.**

Our Ref: 455/2023  
AUGUST 2023

Our employees rated the health & wellbeing offer a 7 out of 10 in a recent health & wellbeing survey that was issued to all employees. In 2022 NHS staff survey results,

The employees scores the wellbeing quite favourably, in most cases better than the sector average for the NHS People Promise themes. (attached).

9. What does your wellbeing support look like, within your Trust? Does this have a correlation to the sickness absence within your organisation? **See above**
10. Please could you send me a copy of your Sickness Absence Policy **attached**