

Freedom of Information Act Request

1. Sickness absence

The Bradford factor is a formula used by HR departments to calculate the impact of employees' absences on an organisation.

Q1. Does your Trust/Board use Bradford Factor scoring as part of monitoring sickness absence?

No.

Q2: Does your Trust/Board's sickness absence policy include a threshold at which sickness absence triggers performance management action?

The Trust's Sickness Absence Management Policy has set triggers for management action.

-If yes, what is the threshold? (either days absent or, if used, Bradford Factor score)

- More than 3.5% of a sickness percentage, in a rolling 12 month period
- More than 3 episodes in any rolling 6 month period, within that 12 month period
- An identifiable pattern of absence

Q3: Does your Trust/Board's record disability-related absence separately from sickness absence?

No

2. Disability Leave

Disability leave is a period of time off work for a reason related to an employee's disability; for example, to attend hospital appointments or to receive treatment, usually agreed in advance.

Q4: Does your Trust/Board have a disability leave policy?

-If yes, please provide a link to/copy of the policy.

The Trust does not have a specific disability leave policy. The Reasonable Adjustments Policy covers disability leave. <https://www.dbth.nhs.uk/document/corpemp57/>

Q5: Does your Trust/Board offer paid disability leave?

Yes, where appropriate as a reasonable adjustment.

3. Championing disability

Disability champions are people in roles that provide a personal lead and commitment to championing accessibility and opportunity for disabled people within their organisation.

Q6: Does your Trust/Board have the following available to doctors and medical students:

- A disabled staff/student network Yes
- A disability champion at a senior/Board level * No. All Board Executives have ED&I objectives.
- Disability advocates/champions with lived experience No.

Q7: Do you have anyone who is employed in a paid role specifically to ensure that disabled doctors receive workplace support? Not specifically, however Occupational Health offer support and advice throughout the employment relationship.

- If yes, please provide a brief description of the job role –

4. Reasonable adjustments process

Q8: Does your Trust/Board have a reasonable adjustments policy? Yes.

-If yes, please provide a link/copy

<https://www.dbth.nhs.uk/document/corpemp57/>

Q9: Does your Trust/Board have a centralised budget for making workplace adjustments for disabled doctors/medical students?

No

Q10: Does your Trust/Board have a single point of contact/centralised process for disabled doctors/medical students to request reasonable adjustments?

-If no, please provide brief details of how individual employees can make requests for adjustments (e.g. via their line manager)

No. Requests would be via the individual's line manager. Support can also be sought from Occupational Health, Medical HR or the People Business Partnering team.