

## FOI 0237 2024 Response

To whom it may concern,

The British Medical Association is the trade union and professional body for doctors and medical students in the UK. As part of ongoing work undertaken by the BMA to improve the working lives of doctors and medical students, we are currently conducting a Freedom of Information request to all NHS Trusts/Health Boards in the UK to better understand the support and accommodations offered to disabled doctors and medical students.

We would therefore be grateful if you could reply to the following questions within 20 working days:

### 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, we don't use the Bradford Factor scoring

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

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

Yes,

- One episode of 8 or more calendar days in any rolling 12 month period.
- An accumulated total of 8 calendar days, across multiple absences, in any rolling 12 month period.
- 3 individual episodes of sickness absence in any rolling 12 month period
- Where there is a pattern of absence, for example sickness surrounding weekends, annual leave, bank holidays, particular shift patterns etc. This may be over a longer period i.e. more than 12 months.

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

As part of reporting, we do review sickness absence for staff who have declared a disability.

## **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 separate Disability Leave Policy. However, reference is made throughout the Health and Wellbeing Policy in relation to the support available for employees with a disability.

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

The Health and Wellbeing Policy provides for reasonable time off to attend medical appointments however, this is not exclusive to employees with a disability.

## **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, we have a Disability and Wellbeing Staff Network open to all staff

- A disability champion at a senior/Board level \*

Yes, Executive Sponsor is the Executive Director of Finance

- Disability advocates/champions with lived experience

Yes

**Q7: Do you have anyone who is employed in a paid role specifically to ensure that disabled doctors receive workplace support?**

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

No

**Reasonable adjustments process**

**Q8: Does your Trust/Board have a reasonable adjustments policy? Within the Health and Wellbeing Policy**

**-If yes, please provide a link/copy**

Yes, within the Health and Wellbeing Policy please see attachment.

Please note that staff members names have been removed as we do not routinely staff members personal information for those under a band 8 c role.

The Trust therefore rely on exemption Section 40 of the Freedom of Information Act 2000 to deny this aspect of your request.

**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? No, this would be through the Line Management and Medical Training structure.**

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

No, this would be through the Line Management and Medical Training structure.