

Ref: FOI/GS/ID 4495

**Please reply to:**  
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### **Freedom of Information Act 2000**

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Staff sickness relating to flu.

*You asked:*

- 1. How many total staff members (headcount whole-time equivalent number) were recorded as being absent from work (off sick) for flu symptoms in the financial or calendar year 2015-2016, 2016-17, 2017 -18 (for 2017-18 - please supply figures as up to date as possible. For example, up to end of Jan 2018)*
- 2. How many registered nurses (headcount whole-time equivalent on Agenda for Change band 5 and above) were?*
  - a) recorded as being absent from work (off sick) for flu symptoms in the financial or calendar year 2015-2016, 2016-17, 2017 -18 (for 2017-18 - please supply figures as up to date as possible. For example, up to end of Jan 2018)*
  - b) For how many days were these recorded absences (total) - using the same periods stated above. E.g. 200 days from 2015-16*
- 3. How many doctors (headcount whole-time equivalent number from foundation year one and above) were recorded as*
  - a) being absent from work (off sick) for flu symptoms in the financial or calendar year 2015-2016, 2016-17, 2017 -18 (for 2017-18 - please supply figures as up to date as possible. For example, up to end of Jan 2018)*
  - b) For many days were these recorded absences (total) for the same periods stated above. E.g. 200 days from 2015-16*
- 4. Has the possibility of a mandatory flu vaccination for frontline NHS staff (for example, those working in A&E, adult or children's wards) been discussed at any trust meetings? If so, please provide details of what was said/discussed and on what date.*

Trust response:

It is not possible to split Flu out on its own from the Absence Reasons the Trust collect. However, we do record people who are off with 'Cold, Cough,

Flu - Influenza' as one category, so it is on this that we have based all the following figures.

1.

|  | Apr-15<br>to Mar-<br>16 | Apr-16<br>to Mar-<br>17 | Apr-17<br>to Mar-<br>18 |
|--|-------------------------|-------------------------|-------------------------|
| Headcount of individuals who had at least one absence with the reason 'Cold, Cough, Flu - Influenza' | 1,413                   | 1,549                   | 1,472                   |

2.

|  | Apr-15<br>to Mar-<br>16 | Apr-16<br>to Mar-<br>17 | Apr-17<br>to Mar-<br>18 |
|--|-------------------------|-------------------------|-------------------------|
| Headcount of registered nurses who had at least one absence with the reason 'Cold, Cough, Flu - Influenza' | 172                     | 539                     | 477                     |
| FTE days lost of registered nurses with an absence reason 'Cold, Cough, Flu - Influenza'                   | 2,370                   | 2,291                   | 2,069                   |

3.

|  | Apr-15<br>to Mar-<br>16 | Apr-16<br>to Mar-<br>17 | Apr-17<br>to Mar-<br>18 |
|--|-------------------------|-------------------------|-------------------------|
| Headcount of Doctors who had at least one absence with the reason 'Cold, Cough, Flu - Influenza' | 17                      | 38                      | 55                      |
| FTE days lost of doctors with an absence reason 'Cold, Cough, Flu - Influenza'                   | 51                      | 126                     | 100                     |

4. The Trust has not found any evidence of this being discussed with the Trust Board, Finance and Performance Committee, Trust Management Executive (TME) or Workforce Committee, TME documentation. The Quality Committee does not consider staff flu vaccinations. However, both the Trust Board and Trust Management Executive have acknowledged the need to improve the vaccination uptake rate for next year.