



Response to Request for Information

Reference FOI 001757
Date 4 December 2017

Sickness Absence

Request:

Under the Freedom of Information Act please can you provide me with the following information:

- 1) What is the total number of days of sickness absence were recorded from council staff (non-schools) in:
 - a) 2016/17
 - b) 2015/16
 - c) 2014/15
 - d) 2011/12 and
 - e) 2006/7?

[See table below.](#)
- 2) What is the average number of sick days per FTE employee per year was in:
 - a) 2016/17
 - b) 2015/16
 - c) 2014/15 and
 - e) 2006/7?

(if not available can you send me the FTE head count for staff for each of these years please)

[See table below.](#)
- 3) What is the total number of days of sickness absence for stress that were recorded from council staff (non-schools) in:
 - a) 2016/17
 - b) 2015/16
 - c) 2014/15
 - d) 2011/12 and
 - e) 2006/7?

[See table below.](#)
- 4) How many staff left their posts because of long-term sickness in:
 - a) 2016/17
 - b) 2015/16
 - c) 2014/15
 - d) 2011/12 and
 - e) 2006/7?

See table below.

- 5) Of those, for each year, can you tell me how many left because of stress?
See table below.
- 6) For each of the financial years outlined above, please provide the number of working days lost, and the estimated cost (by cost, I mean the cost of paying the salary for that individual, and any other costs such as temporary staff cover)
Your request for information has now been considered and the City of Wolverhampton Council is not obliged to supply the information you requested for the reasons set out below.

Section 17 of the Freedom of Information Act 2000 requires City of Wolverhampton Council, when refusing to provide such information (because the information is exempt) to provide you, the applicant with a notice which:

- (a) states the fact,
- (b) specifies the exemption in question and
- (c) states (if that would not otherwise be apparent) why the exemption applies:

In relation to your particular request, the following exemption applies:

Section 12 - Exemption where cost of compliance exceeds appropriate limit

We can confirm that the Council holds information falling within the description specified in your request. However, Section 12 of the Freedom of Information Act 2000 allows a public authority to refuse a request if the cost of providing the information to the applicant would exceed the 'appropriate limit' as defined by the Freedom of Information.

The Regulations provide that the appropriate limit to be applied to requests received by local authorities is £450 (equivalent to 18 hours of work). In estimating the cost of complying with a request for information, an authority can only take into account any reasonable costs incurred in:

- (a) *Determining whether it holds the information,*
 - (b) *Locating the information, or a document which may contain the information,*
 - (c) *Retrieving the information, or a document which may contain the information,*
- and
- (d) *Extracting the information from a document containing it.*

For the purposes of the estimate the costs of performing these activities should be estimated at a rate of £25 per hour.

The information appertaining to your request is not easily accessible and as such this information is not held as a distinct set able to be retrieved or reported

on. To get the information would require a full scale look into all individual records. This would be a manual exercise and as such we believe that the aggregated time it would take to collate the information would be in excess of 18 hours (equivalent to a notional cost of £450).

Excess cost removes the City of Wolverhampton Council's obligation under the Freedom of Information, however under Section 16 – (the duty to provide advice and assistance, the Council may be able to provide answers to the request, should you wish to submit a refined request.

In response to questions 1 - 5, please find our response below:

| | Sick Days Lost | FTE Employees | Stress Days Lost | Leaver (ill health) | Leaver (Stress) | Estimated Cost |
|-----------|----------------|---------------|------------------|---------------------|-----------------|----------------|
| 2014/2015 | 17562 | 3972 | 1102 | 14 | Not Recorded | See Q6 |
| 2015/2016 | 15929 | 3417 | 2688 | 12 | Not Recorded | See Q6 |
| 2016/2017 | 19667 | 3212 | 2727 | 7 | Not Recorded | See Q6 |

We don't hold the data for 2011/2012 or 2006/2007.