

**Sent via email**

FOI 2016/103

6<sup>th</sup> July 2016

**Information Governance**

Christopher Ward, West Pavilion  
St Charles Centre for Health & Wellbeing  
Exmoor Street  
London  
W10 6DZ

[www.clch.nhs.uk](http://www.clch.nhs.uk)  
[foi.request@clch.nhs.uk](mailto:foi.request@clch.nhs.uk)

Dear [REDACTED]

**Freedom of Information Act 2000 request: Staff absenteeism**

With reference to your request for information, dated 28<sup>th</sup> June 2016, made under section 1(1) of the Freedom of Information Act, I am writing to inform you of the outcome of your information request.

**You asked the following:**

*“Following my request on 15th Oct 2015 for release of information under the Freedom of information act regarding my dissertation overviewing the link between staff absenteeism and organisation performance, I had a feedback from my direct supervisor that the two year extraction of data makes the findings too narrow and a wider observation would be much appreciated to represent a true trend*

*Therefore I would be grateful if a new extraction of wider data is possible. Just as a reminder the data requested and required was as follow:*

*- A staff absenteeism over the past seven to ten years detailing the type/reason of the absence and staff performance in the form of any data from balance score cards based on the annual staff appraisal (compulsory level and if any outperformance, possible rewards followed outperformance) to find links between those phenomenon's for further recommendations to be drawn.*

*All data will be in a percentage ratio representation and no real figures will be presented as no staff personal information would be required apart of gender classification.  
Do you believe this is a feasible request that could be granted?”*

**Our response:**

*While absence data is available, there is no easily available information in relation to staff performance over this time, for example, appraisal outcome ratings at an organisational level that this can be correlated with. The Trust does measure percentage completion rates for appraisal, but this is not an indicator of staff performance, just that an appraisal has been completed.*

*Please see the attached spreadsheet for the staff absence data. We are only able to provide information back to April 2012 as we do not have earlier information recorded.*

This completes our response to your request for information. If you are unhappy with our response, please write to us giving your reasons and we will address them. If you remain dissatisfied you are entitled to appeal to the Information Commissioner:

Customer Contact  
Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow SK9 5AF  
Tel: 0303 123 1113  
[http://ico.org.uk/concerns/getting/report\\_concern\\_fo](http://ico.org.uk/concerns/getting/report_concern_fo)

Yours sincerely,

**Jonathan Walmsley**  
**Information Governance Facilitator**  
**Central London Community Healthcare NHS Trust**

2012 04	Abs (FTE)	2,837.04
	Avail (FTE)	79,855.25
	% Abs Rate (FTE)	3.55%
2012 05	Abs (FTE)	2,796.94
	Avail (FTE)	82,315.00
	% Abs Rate (FTE)	3.40%
2012 06	Abs (FTE)	2,463.19
	Avail (FTE)	80,003.01
	% Abs Rate (FTE)	3.08%
2012 07	Abs (FTE)	3,266.40
	Avail (FTE)	82,688.34
	% Abs Rate (FTE)	3.95%
2012 08	Abs (FTE)	3,417.97
	Avail (FTE)	82,561.39
	% Abs Rate (FTE)	4.14%
2012 09	Abs (FTE)	2,906.22
	Avail (FTE)	79,835.27
	% Abs Rate (FTE)	3.64%
2012 10	Abs (FTE)	3,440.25
	Avail (FTE)	83,039.42
	% Abs Rate (FTE)	4.14%
2012 11	Abs (FTE)	3,257.58
	Avail (FTE)	80,894.76
	% Abs Rate (FTE)	4.03%
2012 12	Abs (FTE)	3,465.83
	Avail (FTE)	83,259.59
	% Abs Rate (FTE)	4.16%
2013 01	Abs (FTE)	3,647.59
	Avail (FTE)	82,897.40
	% Abs Rate (FTE)	4.40%
2013 02	Abs (FTE)	3,043.08
	Avail (FTE)	74,175.44
	% Abs Rate (FTE)	4.10%
2013 03	Abs (FTE)	3,205.16
	Avail (FTE)	81,750.95
	% Abs Rate (FTE)	3.92%
2013 04	Abs (FTE)	3,193.46
	Avail (FTE)	78,596.90
	% Abs Rate (FTE)	4.06%
2013 05	Abs (FTE)	3,627.92
	Avail (FTE)	81,251.03
	% Abs Rate (FTE)	4.47%
2013 06	Abs (FTE)	3,213.94
	Avail (FTE)	78,310.04
	% Abs Rate (FTE)	4.10%
2013 07	Abs (FTE)	3,723.98
	Avail (FTE)	80,731.57
	% Abs Rate (FTE)	4.61%
2013 08	Abs (FTE)	3,483.00
	Avail (FTE)	80,156.15
	% Abs Rate (FTE)	4.35%
2013 09	Abs (FTE)	3,517.20
	Avail (FTE)	77,390.22
	% Abs Rate (FTE)	4.54%
2013 10	Abs (FTE)	3,680.91
	Avail (FTE)	79,048.26

	% Abs Rate (FTE)	4.66%
2013 11	Abs (FTE)	2,969.84
	Avail (FTE)	75,907.62
	% Abs Rate (FTE)	3.91%
2013 12	Abs (FTE)	3,139.38
	Avail (FTE)	78,321.99
	% Abs Rate (FTE)	4.01%
2014 01	Abs (FTE)	3,148.02
	Avail (FTE)	77,879.80
	% Abs Rate (FTE)	4.04%
2014 02	Abs (FTE)	3,028.80
	Avail (FTE)	70,707.28
	% Abs Rate (FTE)	4.28%
2014 03	Abs (FTE)	2,880.24
	Avail (FTE)	78,151.44
	% Abs Rate (FTE)	3.69%
2014 04	Abs (FTE)	2,877.28
	Avail (FTE)	75,448.46
	% Abs Rate (FTE)	3.81%
2014 05	Abs (FTE)	3,119.52
	Avail (FTE)	78,294.93
	% Abs Rate (FTE)	3.98%
2014 06	Abs (FTE)	3,111.72
	Avail (FTE)	75,353.63
	% Abs Rate (FTE)	4.13%
2014 07	Abs (FTE)	3,222.54
	Avail (FTE)	77,592.63
	% Abs Rate (FTE)	4.15%
2014 08	Abs (FTE)	2,979.18
	Avail (FTE)	77,242.93
	% Abs Rate (FTE)	3.86%
2014 09	Abs (FTE)	2,867.43
	Avail (FTE)	74,627.74
	% Abs Rate (FTE)	3.84%
2014 10	Abs (FTE)	3,109.74
	Avail (FTE)	77,889.69
	% Abs Rate (FTE)	3.99%
2014 11	Abs (FTE)	3,081.91
	Avail (FTE)	75,240.67
	% Abs Rate (FTE)	4.10%
2014 12	Abs (FTE)	3,247.96
	Avail (FTE)	77,346.58
	% Abs Rate (FTE)	4.20%
2015 01	Abs (FTE)	3,106.87
	Avail (FTE)	77,389.17
	% Abs Rate (FTE)	4.01%
2015 02	Abs (FTE)	2,750.37
	Avail (FTE)	68,697.26
	% Abs Rate (FTE)	4.00%
2015 03	Abs (FTE)	3,108.64
	Avail (FTE)	76,065.37
	% Abs Rate (FTE)	4.09%
2015 04	Abs (FTE)	2,837.61
	Avail (FTE)	75,638.11
	% Abs Rate (FTE)	3.75%
2015 05	Abs (FTE)	2,803.62

	Avail (FTE)	78,261.78
	% Abs Rate (FTE)	3.58%
2015 06	Abs (FTE)	2,836.89
	Avail (FTE)	75,437.96
	% Abs Rate (FTE)	3.76%
2015 07	Abs (FTE)	3,093.41
	Avail (FTE)	77,906.34
	% Abs Rate (FTE)	3.97%
2015 08	Abs (FTE)	2,775.42
	Avail (FTE)	76,786.23
	% Abs Rate (FTE)	3.61%
2015 09	Abs (FTE)	2,579.03
	Avail (FTE)	69,045.86
	% Abs Rate (FTE)	3.74%
2015 10	Abs (FTE)	2,504.68
	Avail (FTE)	72,125.00
	% Abs Rate (FTE)	3.47%
2015 11	Abs (FTE)	2,598.68
	Avail (FTE)	69,289.79
	% Abs Rate (FTE)	3.75%
2015 12	Abs (FTE)	2,769.40
	Avail (FTE)	71,536.89
	% Abs Rate (FTE)	3.87%
2016 01	Abs (FTE)	2,588.80
	Avail (FTE)	71,784.53
	% Abs Rate (FTE)	3.61%
2016 02	Abs (FTE)	2,402.65
	Avail (FTE)	67,508.64
	% Abs Rate (FTE)	3.56%
2016 03	Abs (FTE)	2,448.31
	Avail (FTE)	72,537.93
	% Abs Rate (FTE)	3.38%
2016 04	Abs (FTE)	2,195.20
	Avail (FTE)	75,299.40
	% Abs Rate (FTE)	2.92%