

Trust Headquarters  
Russells Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ

Date: 10/12/2012

### FREEDOM OF INFORMATION ACT 2000 - Ref: FOI/011287

With reference to your FOI request that was received on 13/11/2012 in connection with 'Trust Strategy'.

Your request for information has now been considered and the information requested is enclosed

Further information about your rights is also available from the Information Commissioner at:

**Information Commissioner**

Wycliffe House  
Water Lane  
Wilmslow  
Cheshire SK9 5AF  
Tel: 0303 123 1113  
Fax: 01625 524510  
[www.ico.gov.uk](http://www.ico.gov.uk)

Yours sincerely

Information Governance Manager  
Room 34a, First Floor, Esk House, Russells Hall Hospital, Dudley, DY1 2HQ  
Email: [FOI@dgh.nhs.uk](mailto:FOI@dgh.nhs.uk)

Request 1: Please confirm or deny if the trust has, in the past three years, developed and implemented a strategy for actively improving the health and wellbeing of its workforce

If confirmed:

1(a): Please provide details of the trust's strategy

1(b): Please confirm whether, in developing its strategy, the trust consulted with its staff about the services they wished to see provided

The Trust has consulted on Health and Wellbeing and is in the process of developing themes for a strategy based on the outcome of the consultation.

2: Please confirm or deny if the trust provides occupational health services for its staff

If confirmed:

(a): Please confirm whether this included access to physiotherapy services

The Trust has an occupational health department from which employees can access physiotherapy appointments with the Physiotherapist who is attached to the department.

3: Please confirm or deny if the trust provides consistent access to early and effective interventions for staff with common musculoskeletal conditions, as defined by The Boorman Review, NHS Health and Wellbeing<sup>1</sup>

If confirmed: 3(a): Please provide any written details of these interventions (including service specifications or care pathways)

The Occupational Health Department expedites access to physiotherapy for musculoskeletal interventions for employees. We are also in the process of developing support for employees who attend work with acute musculoskeletal issues with a view to preventing those employees from requiring sickness absence.

4: Please confirm how much the trust paid out in sick pay in 2009/10, 2010/11, 2011/12 and 2012/13 (to date)

The Trust does not hold this information as there is no way of identifying the cost of occupational sick pay as it is part of basic pay,

5: Please confirm how many sick days or absences were taken by staff where problems of the musculoskeletal system were given as the reason in 2009/10, 2010/11, 2011/12 and 2012/13 (to date)

Financial Year Absence FTE

2009-10 9048.40

2010-11 9116.40

2011-12 9203.30

2012-13 (As of Oct 2012) 5542