

Ref no: 119080719
From: Public
Date: 08/07/19
Subject: Trust employ with a disability

REQUEST

Can I please make a formal request under FOI for the following information. this information will be utilized to aid in the production of an article for publication and also in the production of a teaching pack for student nurses and medics and latterly qualified health care professional staff to increase knowledge and improve patient outcomes for those with less well known illnesses such as M.E and MCAS.

I am collaborating with Dr Nina Muirhead and this information will greatly assist us in our presentations to among others the Royal College of Physicians and all of the medical deaneries.

1. how many staff does the trust employ with a disability as per the equalities act.
2. how many members of staff have had to be redeployed due to disability
3. how many staff have had to be medically retired due to disability
4. how does the trust help disabled staff to continue working.
5. do your front line staff have any training in disability awareness, and more so regarding the less well known/understood conditions.
6. could you provide examples of reasonable adjustments utilized to aid staff to continue working.
7. could you provide a copy of your trusts equality and diversity policy for comparison and critique.
8. does your trust employ care plans or patient passports?
9. does your emergency department have care plans for patients with M.E, fibromyalgia,MCAS, CRPS.
10. does your trust have active links with the local disability partnership?
11. does your emergency department have a resource file with support groups or leaflets for signposting when attending the department is not the most suitable action for patient outcomes.
12. does your trust employ disability advocates for staff and patients?
13. would your trust be interested in collaborating to improve staff skills and knowledge and also to develop care pathways.

IG Team Advice

Previous FOI Responses:

Any information around previous similar FOI responses will be entered here.

If there are no responses here then there are no similar FOI requests

Can you please review all previous FOI responses as necessary to ensure the Trust:

Does not repeatedly answer requests which have already been answered
Maintains consistency in the information it releases to the public
Adheres to FOI guidelines and Trust policies

For your information, any previous requests that are over 6 months old may need to be answered again, as information may have changed; staffing information changes monthly and therefore any duplicate/similar request outside of that range will need to be answered again.

If information contained within previous responses only answers the current question 'in part' then you will need to collate the information that is missing.

For example, if the previous FOI covers 2011-2012 financial information but the current request asks for 'the last 5 years' then you will need to collate the missing years information.

Please note:

- All Press or MP Requests will be sent to the Communications, Media and PR Team and Trust staff are expected to liaise with them to agree the final submission before sending back to the FOI Team. The FOI Team do not send final responses to the Communications, Media and PR Team after submission.
- all Corporate Information responses must be approved by Darran Hague or a nominated deputy of Darran's prior to being returned to the FOI requests inbox. The FOI Team will assume that information sent to the inbox is approved by Darran Hague unless stated otherwise.

This is to ensure that all Information is appropriately authorised for release prior to going to the Chief Executive for approval.

RESPONSE

1. How many staff does the trust employ with a disability as per the equalities act.

160 - This figure represents the number of staff that have declared their disability as of 07.08.19.

2. how many members of staff have had to be redeployed due to disability

Please note that for the purpose of this FOI we are unable to provide precise figures when these are five or less due to the risk that individuals will be identified, as we are required to protect their identity under the Data Protection Act. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply.

3. how many staff have had to be medically retired due to disability

Under section 12 of the Freedom of Information Act St Helens & Knowsley Teaching Hospitals Trust does not have to comply with a request if we estimate that the cost of complying with your request would exceed the appropriate limit of £450. The appropriate limit has been specified in regulations. This represents the estimated cost of one person spending 2½ working days in answering the remainder of your questions. Under section 12 of the Freedom of Information Act the Department is not obliged to comply with your request and we will not be processing your request further.

4. How does the trust help disabled staff to continue working.

The Trust has a flexible working policy to support an individual's request if they need to change their working pattern due to a disability. The Trust also supports staff when applying for jobs within the Trust by offering reasonable adjustments at interview if required and also guaranteeing an interview if staff meet the minimum criteria on the Person Specification.

The Trust, through the Health Work and Well Being department employs a multi-skilled OH team who enable a return to work for anyone that may be off work due to a disability related condition.

The Trust would look at making reasonable adjustments for staff and this can cover a wide range of things, dependant on where the person works.

5. Do your front line staff have any training in disability awareness, and more so regarding the less well known/understood conditions.

It is mandatory for all staff to regularly complete the Equality, Diversity and Inclusion Training as part of keeping their core competencies up to dat. The Trust has also run specific awareness sessions on conditions such as Autism and Neurodiversity. There are also plans in place to host more disability awareness sessions.

6. Could you provide examples of reasonable adjustments utilized to aid staff to continue working.

Providing different equipment in order to perform certain tasks E.g. equipment for work stations

Provide a buddying system E.g. when someone feels anxious in the workplace

Vary working times E.g. if someone has to have medication at certain times

Reduce walking time/sitting time to change activities to aide with muscular-skeletal issues

Phased return to work programmes so staff return back to work in a controlled manner

7. Could you provide a copy of your trusts equality and diversity policy for comparison and critique.



Equality and Human Rights Policy.pdf

8. Does your trust employ care plans or patient passports?

All patients have a care plan produced on admission and we have several patient passports in use in the Trust including:

- Carers
- Health passport
- Forget me not

9. Does your emergency department have care plans for patients with M.E, fibromyalgia, MCAS, CRPS.

No

10. Does your trust have active links with the local disability partnership?

Yes

11. Does your emergency department have a resource file with support groups or leaflets for signposting when attending the department is not the most suitable action for patient outcomes?

No

12. Does your trust employ disability advocates for staff and patients?

No.

13. Would your trust be interested in collaborating to improve staff skills and knowledge and also to develop care pathways.

Yes.