

Ref: FOI/GS/ID 9374

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
Hermitage Lane
Maidstone, Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net
www.mtw.nhs.uk

11 September 2024

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 Disability Support.

You asked: All questions are shown as received by the Trust.

1. Sickness absence

The Bradford factor is a formula used by HR departments to calculate the impact of employees' absences on an organisation.

Q1: Does your Trust/Board use Bradford Factor scoring as part of monitoring sickness absence?

Q2: Does your Trust/Board's sickness absence policy include a threshold at which sickness absence triggers performance management action?

a. If yes, what is the threshold? (either days absent or, if used, Bradford Factor score)

Q3: Does your Trust/Board's record disability-related absence separately from sickness absence?

2. Disability Leave

Disability leave is a period of time off work for a reason related to an employee's disability; for example, to attend hospital appointments or to receive treatment, usually agreed in advance.

Q4: Does your Trust/Board have a disability leave policy?

a. If yes, please provide a link to/copy of the policy.

Q5: Does your Trust/Board offer paid disability leave?

3. Championing disability

Disability champions are people in roles that provide a personal lead and commitment to championing accessibility and opportunity for disabled people within their organisation.

Q6: Does your Trust/Board have the following available to doctors and medical students:

a. A disabled staff/student network

*b. A disability champion at a senior/Board level **

c. Disability advocates/champions with lived experience

Q7: Do you have anyone who is employed in a paid role specifically to ensure that disabled doctors receive workplace support?

a. If yes, please provide a brief description of the job role

4. Reasonable adjustments process

Q8: Does your Trust/Board have a reasonable adjustments policy?

a. If yes, please provide a link/copy

Q9: Does your Trust/Board have a centralised budget for making workplace adjustments for disabled doctors/medical students?

Q10: Does your Trust/Board have a single point of contact/centralised process for disabled doctors/medical students to request reasonable adjustments?

a. If no, please provide brief details of how individual employees can make requests for adjustments (e.g. via their line manager)

Trust response:

Q1. No.

Q2. Yes - 2 instances within a 4-week period, 3 in 3 months, 5 in 12 and a clear pattern of absence.

Q3. Yes, we operate disability leave.

Q4. Yes

Q5. Yes

Q6. a) Yes b) Yes

Q7. Not a specific role for doctors, but we have an OH team, EDI team and an ER team that work together with managers to achieve the same result where adjustments are reasonable.

Q8. No, it's referred to in multiple policies in the attached.

Q9. No.

Q10. Through line management, including the teams noted above.