

JMcK/JN

9 April 2020

Mr John Gallacher

Response sent by email to:
request-654730-226022b6@whatdotheyknow.com

Dear Mr Gallacher,

I am writing further to your email of 12 March 2020 and your request for information under the Freedom of Information (Scotland) Act 2002.

1. Please advise over the period (1 April 2017 to 12 March 2020), the number of staff who listed stress as one of the reasons for sickness. For clarity, I would be grateful if you could supply figures broken down separately year on year for the following time periods (1 April 2017 to 31 March 2018, 1 April 2018 to 31 March 2019 and 1 April 2019 to 12 March 2020).
2. Of these staff identified above, how many were subsequently discovered to be related to work? For clarity, I would be grateful if you could supply figures broken down separately year on year for the following time periods (1 April 2017 to 31 March 2018, 1 April 2018 to 31 March 2019 and 1 April 2019 to 12 March 2020).
3. How many days were lost as a result of any kind of stress? For clarity, I would be grateful if you could supply figures broken down separately year on year for the following time periods (1 April 2017 to 31 March 2018, 1 April 2018 to 31 March 2019 and 1 April 2019 to 12 March 2020).
4. How many days were lost as a result of workplace stress? For clarity, I would be grateful if you could supply figures broken down separately year on year for the following time periods (1 April 2017 to 31 March 2018, 1 April 2018 to 31 March 2019 and 1 April 2019 to 12 March 2020).
5. How many individual stress risk assessments have been carried out by the College? For clarity, I would be grateful if you could supply figures broken down separately year on year for the following time periods (1 April 2017 to 31 March 2018, 1 April 2018 to 31 March 2019 and 1 April 2019 to 12 March 2020).

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6. How many occupational group risk assessments have been carried out by the College? For clarity, I would be grateful if you could supply figures broken down separately year on year for the following time periods (1 April 2017 to 31 March 2018, 1 April 2018 to 31 March 2019 and 1 April 2019 to 12 March 2020).

For each point, could you please provide the information broken down into numbers for support staff/lecturers and staff earning over £70,000 PA for each of the time periods listed above?

The tables below provide the information in response to questions 1-6

Support Staff

Staff absence stress reason between 1 April to 31 March including total days lost						
Year	No. of Staff	Stress Days Lost	No. of Staff (Work Related)	Days Lost (Work Related)	Individual Risk Assessments	Occupational Group Risk Assessments
2017/18	28	610	10	292	2	0
2018/19	21	558.5	7	294	1	0
2019/20	23	720	11	406.5	3	0

Lecturing Staff (including Curriculum Managers)

Staff absence stress reason between 1 April to 31 March including total days lost						
Year	No. of Staff	Stress Days Lost	No. of Staff (Work Related)	Days Lost (Work Related)	Individual Risk Assessments	Occupational Group Risk Assessments
2017/18	10	358.5	5	169.5	0	0
2018/19	14	368	5	141	0	0
2019/20	13	403	6	165	1	0

Staff earning over £70,000 per annum

Staff absence stress reason between 1 April to 31 March including total days lost						
Year	No. of Staff	Stress Days Lost	No. of Staff (Work Related)	Days Lost (Work Related)	Individual Risk Assessments	Occupational Group Risk Assessments
2017/18	0	0	0	0	0	0
2018/19	0	0	0	0	0	0
2019/20	0	0	0	0	0	0

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7. Do you have a specific stress Policy and/or procedure? If so, please attach.

The College does not have a specific stress policy.

8. Do you have a specific stress workgroup? If so, please attach minutes/action points for last year.

The College does not have a specific stress workgroup.

If you are unhappy with our response to your FOI request, the FOI Act gives you the right to complain. If you wish to complain, the issues you raise will initially be considered by staff not involved in the handling of your original request through an internal review. You will receive a substantive response as soon as possible. We aim to complete internal reviews within 20 working days of receipt.

In exceptional circumstances it may take longer than 20 working days to complete an internal review; in such cases, we will notify you in writing. Complaints or requests for internal review should be submitted no more than two months after we sent a substantive reply to your original request.

Requests for internal reviews should be addressed to:

Allyson Sharp
Information and Customer Relations Officer
Ayrshire College
Kilmarnock Campus
18-21 Hill Street
Kilmarnock
KA1 3HY

Email: allyson.xxxxx@xxxxxxxx.xx.xx

If you are dissatisfied with the College's response to your internal review, you will have a further right of appeal to the Scottish Information Commissioner. You can contact the Information Commissioner by writing to:

Office of the Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
KY16 9DS
01334 464613
01334 464611

Email: enquiries@itspublicknowledge.info

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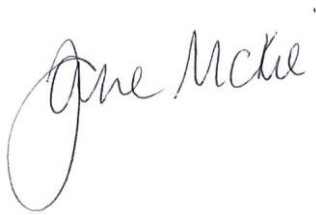
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You can now make Freedom of Information (FOI) appeals online, using the new online appeal service – click on the link below:

www.itspublicknowledge.info/Appeal

Yours sincerely

A handwritten signature in black ink that reads "Jane McKie". The signature is written in a cursive style with a large, looping initial 'J'.

Jane McKie
Vice Principal, People

c.c. Allyson Sharp, Information and Customer Relations Officer