

**The person dealing with this matter is:**

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**[www.newcastle.gov.uk](http://www.newcastle.gov.uk)**

Claire Thompson-Lewis

Sent via email: [request-940589-c2220f70@whatdotheyknow.com](mailto:request-940589-c2220f70@whatdotheyknow.com)

16/02/2023

Dear Claire,

**Our Response to your Freedom of Information Request: FOI 20103**

Thank you for your request received on 20/01/2023 which we have responded to below:

1. The date that the current employee sickness absence policy was created and dates of any subsequent amendments to it since its creation.
  - The current employee sickness absence policy was launched in February 2014 and it has not been amended since this date.
2. Number of complaints made by employees or their trade union representatives regarding the policy since its creation.
  - We do not hold this information centrally. Should an employee or Trade Union Representative have concerns it is possible that this could be raised as part of the individual's sickness absence process.
3. Anonymised summary of nature of complaints, with particular emphasis on stress caused by rigid implementation of the policy.
  - As above, this information is not collated or held centrally.
4. Summary of the council's responses to aforementioned complaints.
  - N/A as explained in points 2 and 3 above.
5. Number and anonymised details of reasonable adjustments requests to the procedure as made by employees who are covered by the Equality Act of 2010, in particular with reference to

disregarding triggers where absence was unavoidable due to disability or where the stress caused by the procedure had /was likely to have a negative impact on the employee.

- We do not track this information centrally, and therefore unable to report on it or provide details.

6. Whether the above requests were met or refused and in the case of refusal, the reason(s).

- As above in point 5, we are unable to provide this information.

7. Any evidence that demonstrates the council and HR department when creating the sickness absence procedure, took into consideration the need to comply with the Public Sector Equality Duty

- Given the length of time since the sickness absence policy was launched, any evidence that demonstrates compliance with the Public Sector Equality Duty would no longer be available, however the HR Department always seeks advice and guidance from Legal Services on policy proposals to ensure compliance with its Duties under the relevant Acts.

If you are unhappy with our response to your request, you can ask for an internal review of our decision. Please send details of your request for review to the following address:

Freedom of Information  
Newcastle City Council  
Civic Centre  
Newcastle upon Tyne  
NE1 8QH  
Phone: 0191 211 6500  
Email: [freedomofinformation@newcastle.gov.uk](mailto:freedomofinformation@newcastle.gov.uk)

If you are still unhappy with how we have handled your request following our internal review you can complain to the Information Commissioner. Contact details are as follows:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Phone: 0303 123 1113  
Email: [mail@ico.gsi.gov.uk](mailto:mail@ico.gsi.gov.uk)

Yours sincerely,

*A Bowlt*

Anna Bowlt  
HR Assistant