



Tuesday 15th March 2022

Name: Grace Pritchard

Email: request-808909-f8322c0c@whatdotheyknow.com

Dear Grace,

Re: Freedom of Information Act Request: #2653

In reference to your FOI request:

Thank you for your Freedom of Information Request, regarding the number of staff impacted by long Covid at our Trust. We have now collated our answers to your request, and this is as follows:

1) How many staff members were recorded to have had long Covid while working for your trust at any time in the period between March 2020 - September 2021? - ***We can confirm 36 members of staff were working and had long Covid between March 2020 – September 2021.***

2) What were the five longest periods in days that a member of staff took a leave of absence due to long Covid in the time period between March 2020 - September 2021?

We can confirm the 5 longest periods of days that a member of staff had taken been absent due to long Covid were:

- 1. 638***
- 2. 638***
- 3. 638***
- 4. 399***
- 5. 399***

3) Could you state all leave of absences taken where long Covid was cited as the cause between March 2020 and September 2021. – ***43 leave of absences were taken, where long Covid was cited as the cause during this period.***

4) Does your trust offer any specialised support for staff members living with long Covid? If so could you please provide details of these services. – ***At the Royal Orthopaedic Hospital NHS Foundation Trust, our employees have access to:***

- A specific Long Covid-19 clinic via our Occupational Health Team.***
- Regular wellbeing and check in meetings.***
- The Employee Assistance Programme, that offers bespoke counselling service and health and wellbeing advise.***
- Local face to face or virtual counselling support via the Birmingham Counselling & Psychotherapy Centre to ensure staff are psychologically supported.***
- Offering of full Health Risk Assessment to support safe operating within the workplace. This will include reviewing and implementing reasonable adjustments.***
- Review of reasonable adjustment, and ability to offer/undertake alternative workplace duties for staff unable to complete their current role activities due to Long Covid Review of flexible working and adaptation of working hours if needed.***
- Supporting staff to take regular breaks, to aid in building their stamina within the workplace***



- ***With staff authorisation, partnership working with the staff member's GP or specialist to determine the most appropriate methods of support.***
- ***Direction and signposting to NHS Website resources***
<https://www.yourcovidrecovery.nhs.uk/>
- ***Encouraging staff member incurring long covid symptoms to join Long Covid-19 support groups.***
- ***Making staff members aware of whom they can contact within the Trust for support, i.e. the Trust health and wellbeing officers, Mental Health First Aiders, HR Team member, and Trade union support.***

5) What plans, if any, are in place to improve the support available to staff members who are living with long Covid while working for your trust? - ***This is continually under review, with feedback sought from the Trust's network committees and staff affected by Long Covid, to determine if any further support functions would be of benefit.***

We hope that this response answers your request, however please do not hesitate to contact us if it does not. If you are unhappy with the Trust's response you can appeal to:

Jo Williams
Chief Executive
The Royal Orthopaedic NHS Foundation Trust
Trust Headquarters
Bristol Road South
Birmingham
B31 2AP

Should you then remain dissatisfied, you have the right under section 50 of the Freedom of Information Act 2000 to apply to the Information Commissioner to seek resolution to the matter.

Further details can be found on the website: <https://ico.org.uk/>

Yours sincerely,

Simon Grainger-Lloyd

Director of Corporate Affairs & Company Secretary