

MB/AS

31 May 2018

Mr John Gallacher

Response sent by email to:

request-481652-1d5c6f1f@whatdotheyknow.com

Dear Mr Gallacher

I am writing further to your email of 1 May 2018 and your request below for information under the Freedom of Information (Scotland) Act 2002.

1. Please advise over the period (1 April 2014 to 31 March 2017), 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 separately year on year for the following time periods (1 April 2014 to 31 March 2015, 1 April 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017).
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 2014 to 31 March 2015, 1 April 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017).
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 2014 to 31 March 2015, 1 April 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017).
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 2014 to 31 March 2015, 1 April 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017).
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 2014 to 31 March 2015, 1 April 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017).

Ayr Campus
Dam Park
Ayr, KA8 0EU
T 01292 265184
E enquiries@ayrshire.ac.uk

Kilmarnock Campus
Hill Street
Kilmarnock, KA1 3HY
T 01563 523501
E enquiries@ayrshire.ac.uk

Kilwinning Campus
Lauchlan Way
Kilwinning, KA13 6DE
T 01294 559000
E enquiries@ayrshire.ac.uk

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 2014 to 31 March 2015, 1 April 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017).

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 01 April – 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
2014/15	11	502	5	112	2	0
2015/16	13	406	6	236	3	0
2016/17	9	298	3	91	5	0

Lecturing Staff (including Curriculum Managers)

Staff absence stress reason between 01 April – 31 March including total days lost						
Year	No. of Staff	Days Lost	No. of Staff (Work-Related)	Days Lost (Work-Related)	Individual Risk Assessments	Occupational Group Risk Assessments
2014/15	11	694	6	556	2	0
2015/16	7	212.5	4	138	2	0
2016/17	5	133	3	42	0	0

Staff earning over £70,000 per annum*

** Section 38 (2) (a) (i) of FOISA states that a Scottish public authority is not obliged to comply with a request for information if the information would contravene one or more of the data protection principles. The information in relation to this aspect of the request could disclose individual identify. The College, therefore, considers this to be exempt under FOI.*

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/actions 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 Advisor
Ayrshire College
Kilmarnock Campus
18-21 Hill Street
Kilmarnock
KA1 3HY

Email: allyson.sharp@ayrshire.ac.uk

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

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

www.itspublicknowledge.info/Appeal

Yours sincerely



Michael Breen
Vice Principal Finance and Skills