

Request under Freedom of Information Act 2000

Thank you for your request for information which we received on Wednesday 11th September 2024. I am pleased to confirm the following.

1. Sickness absence

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

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

No

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

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

The trigger points most commonly operated by the Trust are as follows:

- a) three occasions of sickness absence during a rolling six-month period; or
- b) any other unacceptable level or pattern of sickness absence.

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

No

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.

4. Does your Trust/Board have a disability leave policy? No – disability leave is covered within Special Leave and Sickness Absence and Attendance Policies.

5. Does your Trust/Board offer paid disability leave?

Yes

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.

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

A disabled staff/student network

Yes

A disability champion at a senior/Board level

Yes

Disability advocates/champions with lived experience

Yes

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

Yes

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

The role is Workplace Adjustments Advisor who supports staff and managers to understand workplace adjustments and access to work.

4.Reasonable adjustments process

8.Does your Trust/Board have a reasonable adjustments policy?

It is incorporated into our sickness absence policy.

-If yes, please provide a link/copy

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

No.

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

No.

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If you need any further assistance, please do not hesitate to contact us at the address above.

Yours sincerely

Freedom of Information Co-ordinator
For and on behalf of Milton Keynes Hospital NHS Foundation Trust

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