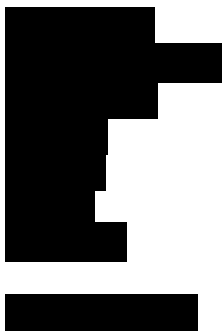


3 April 2019



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

With reference to your FOI request CA59 dated 5 March 2019, please find the response below:

Question:

- How many days were lost to sickness in 2017/2018?
- Please can you provide; the total number of days lost, the average days lost per employee and the amount lost as percentage of available hours / time?
- How many days were lost to sickness linked to mental health, including but not limited to: stress, depression and anxiety in 2017/18?
- Please can you provide; the total number of days lost, the average days lost per employee and the amount lost as percentage of available hours / time?
- Does your organisation use the Bradford Factor and if what score do you use as the initial trigger for an intervention? For example; once an employee has a Bradford Factor score of 100 or more, formal disciplinary action commences?
- Please can you advise whether you use the Bradford Factor? Y/N
- If you do, please can you advise at what score the initial intervention is triggered?
- If you do, please can you advise what the initial intervention is?

Answer:

We do not keep information in the format that you have requested. Individual details of sickness absence by members of staff are retained but as these are personal to the officer they would not be appropriate for release.

I confirm that the Combined Authority does not use the Bradford Factor.

I hope this information is helpful but if you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review, you should write to us via our contact us email address – contactus@cambridgeshirepeterborough-ca.gov.uk or write a letter to Complaints, Cambridgeshire and Peterborough Combined Authority, Incubator 2, Alconbury Weald Enterprise Campus, Huntingdon, PE28 4WX within 40 days of the date of this e-mail.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, or via their website: <https://ico.org.uk/>

Generally, the ICO will not undertake a review or make a decision on a request until the internal review process has been completed.

Yours sincerely



Sue Hall
Personal Assistant

susan.hall@cambridgeshirepeterborough-ca.gov.uk
Tel: 01480 277180



The Cambridgeshire and Peterborough Combined Authority can be contacted via The Incubator 2, First Floor, Alconbury Weald Enterprise Campus, Alconbury Weald, Huntingdon, PE28 4WX. This email and any attachments are intended solely for the use of the addressee only, and is considered confidential. Any views or opinions expressed are solely those of the author and do not necessarily represent those of The Cambridgeshire and Peterborough Combined Authority or The Business Board. If you are not the intended recipient of this email, you must neither take any action based upon its contents, nor copy or show it to anyone with prior permission from the creator. Please contact the sender if you believe you have received this email in error.



