

Our Ref: NG/RM/25409
Date: 13th February 2026

Nicola Griffiths
Deputy Director of Governance
North Staffordshire Combined Healthcare NHS Trust
Lawton House
Bellringer Road
Trentham
ST4 8HH

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 19th November 2025. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

I would like to make a Freedom of Information Act request for the following information

- How many members of staff employed by your organisation have been on long-term sickness absence in 2019, 2020, 2021, 2022, 2023 and 2024?
- At what grades and functions?
Please see Appendix 1 attached.
- How many of these members of staff did not return permanently to work by year?
Please see Appendix 2 attached.
- How many members of staff employed by your organisation who were no longer able to fulfil their current role has your organisation supported to find alternative roles in other parts of the NHS in 2019, 2020, 2021, 2022, 2023 and 2024.

The Trust can only confirm what is recorded internally, as some find alternate roles through their choices due to personal preferences.

Column 4 in Appendix 2 shows the internal changes that were considered. Moves to roles in other parts of the NHS are not recorded internally.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. 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.

Yours sincerely



Nicola Griffiths
Deputy Director of Governance

How many members of staff employed by your organisation have been on long-term sickness absence in 2019, 2020, 2021, 2022, 2023 and 2024?

and

At what grades and functions?

Function	Pay grade	2019	2020	2021	2022	2023	2024
Allied health professionals	Band 3			1			
Allied health professionals	Band 5	2	1		1		
Allied health professionals	Band 6	4	1	1	3	4	8
Allied health professionals	Band 7	2	1			1	3
Allied health professionals	Band 8+	1					2
Allied health professionals Total		9	3	2	4	5	13
Medical and Dental	Medical	2	3	1	3	6	4
Medical and Dental Total		2	3	1	3	6	4
NHS infrastructure support	Band 1	4	2		2	1	1
NHS infrastructure support	Band 2	7	8	11	9	16	16
NHS infrastructure support	Band 3	13	8	10	14	13	22
NHS infrastructure support	Band 4	6	6	4	6	5	8
NHS infrastructure support	Band 5	5	1		2	5	9
NHS infrastructure support	Band 6	3	2	2	1	1	1
NHS infrastructure support	Band 7	1	1		2	4	
NHS infrastructure support	Band 8+	6	2	1	3	8	4
NHS infrastructure support	Other				1	3	1
NHS infrastructure support Total		45	30	28	40	56	62
Nursing and Midwifery	Band 5	22	20	21	15	16	20
Nursing and Midwifery	Band 6	24	24	19	26	27	36
Nursing and Midwifery	Band 7	13	5	5	7	9	14
Nursing and Midwifery	Band 8+	1	2	5	4	1	2
Nursing and Midwifery	Other	1			1		1
Nursing and Midwifery Total		61	51	50	53	53	73
Other scientific, therapeutic & technical staff	Band 4	1	2		1		1
Other scientific, therapeutic & technical staff	Band 5	2	1	1			1
Other scientific, therapeutic & technical staff	Band 6	3	1	3	5	5	10
Other scientific, therapeutic & technical staff	Band 7	11	7	10	9	9	13
Other scientific, therapeutic & technical staff	Band 8+	4	4		3	2	4
Other scientific, therapeutic & technical staff Total		21	15	14	18	16	29
Support to doctors, nurses & midwives	Band 1		1				
Support to doctors, nurses & midwives	Band 2	2	2	2	4	3	2
Support to doctors, nurses & midwives	Band 3	37	51	47	52	54	65
Support to doctors, nurses & midwives	Band 4	8	3	3	5	3	4
Support to doctors, nurses & midwives	Band 5	2					
Support to doctors, nurses & midwives	Band 6						1
Support to doctors, nurses & midwives	Other		1	2		1	2
Support to doctors, nurses & midwives Total		49	58	54	61	61	74
Support to ST&T staff	Band 2						1
Support to ST&T staff	Band 3	1	1	2	1	5	3
Support to ST&T staff	Band 4	3	8	3	6	10	15
Support to ST&T staff	Band 5	1	1	2	3	1	3
Support to ST&T staff	Band 6			1		3	2
Support to ST&T staff	Other	1					
Support to ST&T staff Total		6	10	8	10	19	24
Grand Total		193	170	157	189	216	279

Year	LTS for more than 1 year	Did not return to work	RTW on changed contract	Recorded in Redeployment Register
2019	1 (2018 - 2019)	0	0	1 (Redeployed)
2020	1 (2020 - 2023)	3 (Dismissals)	0	
2021	1 (2020 - 2021)	3 (Dismissals)	1 (changed from bank to contracted hours)	2 (Redeployed)
2022	4 (2022 - 2024)	2 (Dismissals)	2 (1 x reduced hours and down grade and 1 x on higher band)	
2023	0	0	2 (1 x reduced hours and 1 x reduced hours and down grade)	2 (Redeployed)
2024	3 (2024 - 2025)	6 (Dismissals)	1 (on reduced hours)	