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Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Our ref: 3252377
Your ref: request-1170189-
89694e3f@whatdotheyknow.com
17 October 2024

Betsi Cadwaladr University Health Board
Information Governance Office
Betsi Cadwaladr University Local Health Board
Wrexham Maelor Hospital,
Croesnewydd Road,
Wrexham LL13 7TD

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Tel: ###
Email: ###
Web: www.bcu.wales.nhs.uk

Dear ### [REDACTED]

Freedom of Information Act 2000

I can confirm that the information requested is held by Betsi Cadwaladr University Health Board (BCUHB). I have enclosed copies of the information that is being released to you.

Your request and our response:

- 1. Does your Health Board use Bradford Factor scoring as part of monitoring sickness absence?**

Please refer to the attached All Wales policy which details the prompts for sickness absence – WP11 – NHS Wales Managing Attendance at Work Policy.

- 2. Does your Health Board's sickness absence policy include a threshold at which sickness absence triggers performance management action? If yes, what is the threshold? (either days absent or, if used, Bradford Factor score)**

Please refer to response to Question 1 above.

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

The Health Board does record disability related absence separately from sickness absence.

- 4. Does your Health Board's have a disability leave policy? If yes, please provide a link to/copy of the policy.**

BCUHB has a fair treatment of disabled people at work guidelines – please refer to the attached documentation – WP27 – Guidelines on the Fair Treatment of Disabled People at Work in BCUHB.

5. Does your Health Board offer paid disability leave?

The Health Board would provide paid leave via its managing attendance at work policy – please refer to the attached policy – WP11 – NHS Wales Managing Attendance at Work Policy.

6. Does your Health Board have the following available to doctors and medical students?

- **A disabled staff/student network**

BCUHB has a staff network respectability

- **A disability champion at a senior/board level ***

BCUHB has an Equality Board

- **Disability advocates/champions with lived experience**

BCUHB have Equality Champions that look at intersectional equality support.

7. Do you have anyone who is employed in a paid role specifically to ensure that disabled doctors receive workplace support? If yes, please provide a brief description of the job role.

There is not a specific role for disabled doctors - the equality team would provide support for all staff.

8. Does your Health Board have a reasonable adjustments policy? If yes, please provide a link/copy.

Other than the policies mentioned in questions 4 & 5, BCUHB does not have a specific reasonable adjustments policy. However, on the Health Board's intranet page there are resources for support.

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

BCUHB does not have a centralised budget for making workplace adjustments for disabled doctors/medical students.

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

If no, please provide brief details of how individual employees can make requests for adjustments (e.g. via their line manager) .

Staff members would submit a request for any reasonable adjustments directly to their line manager. The Health Board have a number of resources on its intranet pages including links to Access to Work.

Should you be dissatisfied with the information provided for any reason you do have a right to complain to the Health Board and ask for your request to be reviewed. Should you wish to register a complaint please contact the Information Governance Department at the following address:

Information Governance Department
IM&T Building
Wrexham Maelor Hospital
Croesnewydd Road
Wrexham
LL13 7TD

I would like to assure you that the Health Board is committed to resolving complaints amicably and will always try to resolve the matter to your reasonable satisfaction.

However, if you are still unhappy with the response you receive you may write to:

Information Commissioner's Office - Wales
2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH
Tel: 029 2067 8400

Fax: 029 2067 8399
www.ico.org.uk
twitter.com/iconews

I will now close your request as of this date.

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