

From: [Foi Enquiries](#)
To: [REDACTED]
Subject: FOI-17-1193 - Work Related Stress - Teachers
Date: 06 September 2017 15:46:19
Attachments: [Further Information - Right to Review & Appeal.pdf](#)
[FOI-17-1193 - Q1 Q2 data.xlsx](#)

Dear [REDACTED],

Thank you for your information request of 15 August 2017. Aberdeen City Council (ACC) has completed the necessary search for the information requested.

I am writing to you under the Freedom of Information Act 2002 in the hope that you will be able to provide me with the following details:

Tabulated by year, in the last 7 years (2016-17, 2015-16, 2014-15, 2013-14, 2012-13, 2011-12, 2010-11) please provide the following:

1. How many teachers working in your local authority have been absent on at least one occasion, giving the reason for absence as (a) musculo/skeletal, (b) stress/anxiety, (c) surgical procedure, (d) gastrointestinal, (e) depression, (f) cancer/cancer-related, (g) neurological, (h) work-related stress, (i) infection, (j) ENT(ear/nose/throat)/eyes?

Please refer to the attached document, [FOI-17-1193 – Q1 Q2 data](#).

2. How many FTE (full-time equivalent) days overall have been lost by teachers working in your local authority as a result of absence giving the reason for absence as (a) musculo/skeletal, (b) stress/anxiety, (c) surgical procedure, (d) gastrointestinal, (e) depression, (f) cancer/cancer-related, (g) neurological, (h) work-related stress, (i) infection, (j) ENT(ear/nose/throat)/eyes?

Please refer to the attached document, [FOI-17-1193 – Q1 Q2 data](#).

3. How many referrals has your local authority made on behalf of teachers seeking counselling support in relation to (a) stress/anxiety, (b) depression, (c) work-related stress?

Aberdeen City Council has an Employee Assistance Service which is confidential and operated on a self-referral basis. ACC does not hold information on how many referrals have been made or the content of Occupational Health reports as they are confidential to the employee.

ACC is unable to provide you with information on **How many referrals has your local authority made on behalf of teachers seeking counselling support in relation to (a) stress/anxiety, (b) depression, (c) work-related stress** as it is not held by ACC. In order to comply with its obligations under the terms of Section 17 of the FOISA, ACC hereby gives notice that this information is not held by it.

4. If your local authority operates a counselling service, how many self-referrals have you received from teachers seeking counselling support in relation to (a) stress/anxiety, (b) depression, (c) work-related stress?

As the Employee Assistance Service is a confidential, self-referral service, ACC does not have figures for how many self-referrals have been made by teachers.

ACC is unable to provide you with information on **how many self-referrals have you received**

from teachers seeking counselling support in relation to (a) stress/anxiety, (b) depression, (c) work-related stress as it is not held by ACC. In order to comply with its obligations under the terms of Section 17 of the FOISA, ACC hereby gives notice that this information is not held by it.

5. How many work-related stress risk assessments have been carried out by line managers in schools in your local authority?

We do not hold a central record of this information. While copies of work-related stress risk assessments will be held by managers and in individual employee files, to search through all files from 2010 to find out this information would incur excessive cost. To explain, ECS has over 3000 school-based staff – if it takes a member of staff 10 minutes to look through each file for the relevant information, this would equate to more than 500 hours of work.

ACC is unable to provide you with information on **How many work-related stress risk assessments have been carried out by line managers in schools in your local authority** as the cost of providing it has been calculated as being in excess of the statutory maximum (£600). This has been calculated at 10 minutes per file, which equates to 500 hours, at the cost of £7,500 in total.

In order to comply with its obligations under the terms of Section 16 of the FOISA, ACC hereby give notice that we are refusing your request under the terms of Section 12 - Excessive Cost of Compliance - of the FOISA.

ACC would be happy to discuss ways in which you may refine your request, so we can provide some information of interest to you within the maximum cost limits. Please do contact the Information Compliance team, who will be happy to advise you, if this is something you would like to pursue.

6. How many complaints has your local authority received under your dignity and respect at work policy?

As there is no policy named 'dignity and respect at work' in Aberdeen City Council (ACC), the below information is provided regarding the total number of ACC employees recorded as having submitted a complaint which was dealt with under ACC's 'Managing Grievances' policy/procedure and the 'Managing Bullying & Harassment' policy/procedure. Each period shown below starts on 1st August and ends on 31st July.

Period	Grievance	Bullying & Harassment
2010-11	11	5
2011-12	13	10
2012-13	14	30
2013-14	22	20
2014-15	16	9
2015-16	16	10
2016-17	22	16

7. How many teachers have resigned from the employment of your local authority and left teaching altogether for reasons other than retirement?

Year	No of Teachers left job	No of Casual Teachers left job
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2010/2011	257	86
2011/2012	234	170
2012/2013	215	114
2013/2014	219	41
2014/2015	201	51
2015/2016	232	88
2016/2017	221	30
Total	1579	580

8. In terms of absence (excluding counselling costs) how much has work-related stress among teachers cost your local authority?

This information is not held by ACC.

ACC is unable to provide you with information on **how much has work-related stress among teachers cost your local authority** as it is not held by ACC. In order to comply with its obligations under the terms of Section 17 of the FOISA, ACC hereby gives notice that this information is not held by it.

We hope this helps with your request.

Yours sincerely,

Information Compliance Team

INFORMATION ABOUT THE HANDLING OF YOUR REQUEST

ACC handled your request for information in accordance with the provisions of the Freedom of Information (Scotland) Act 2002. Please refer to the attached PDF for more information about your rights under FOISA.

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*03000 numbers are free to call if you have 'free minutes' included in your mobile call plan.

Calls from BT landlines will be charged at the local call rate of 10.24p per minute (the same as 01224s).

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We wish to advise you that the information which was released with this response is too large to be uploaded to our disclosure log. If you are interested in viewing the attachment, please contact us at foienquiries@aberdeencity.gov.uk, quoting the appropriate reference number, and we will provide you with a copy.