

Our ref: IG/FOI/24.R.338

4 September 2024

Sent via email to: [REDACTED]

Dear [REDACTED]

## **Request under the Freedom of Information Act 2000**

I write further to your request for information, which was received on 29 August 2024, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does hold the information that you require.

### Your Freedom of Information (FOI) Request:

I am making a freedom of information request regarding:

The existence (or not) of Powys policies on the following topics:

- NHS Management of stress in the workplace
- NHS Occupational Health procedures for management of sickness.
- NHS Counter fraud policies
- NHS policy on recovery of overpayment or underpayment

Please could you provide me with copies of the policies and also let me know if you follow All Wales versions of these policies?

### Powys Response:

Please see attached documents in response to your request:

- FOI 24.R.338 Attachment 1 HSP 011 Stress Management and Wellbeing in the Workplace Policy.
- FOI 24.R.338 Attachment 2 HR 027 NHS Wales Managing Attendance at Work Policy.

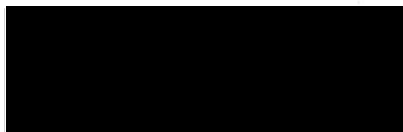
Please note that both attachment 1 and 2 covers procedures for the management of sickness.

- FOI 24.R.338 Attachment 3 Counter Fraud, Bribery and Corruption Policy and Response Plan.
- FOI 24.R.338 Attachment 4 HR 101 Procedure for the Recovery of Overpayments to Employees. We do not have a policy for under payments, but this will be part of an All-Wales policy which will be available later this year.

Under the terms of the Health Board's Freedom of Information procedure, individuals seeking access to recorded information held by the Health Board are entitled to request an internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request, please contact us directly at the address below or register your complaint via [powysfoi.foi@wales.nhs.uk](mailto:powysfoi.foi@wales.nhs.uk)

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 0330 414 6421.

Yours sincerely



**Mark McIntyre**  
**Deputy Director Workforce & Organisational Development**

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi.

We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.