

Dear Ms Macdonald

### FREEDOM OF INFORMATION – SICKNESS ABSENCE

I write in response to your request for information in relation to sickness absence within NHS Lothian.

Question:

1. Please provide with me the number of a) doctors, b) nurses and c) midwives currently on long term sick leave.

Answer:

Long term Sickness Absence as at 19th January 2024

	Headcount
Medical	21
Nursing Band 1-4	221
Nursing Band 5+	239
Midwifery Band 1-4	11
Midwifery Band 5+	12

Question:

2. Please provide me with the number a) doctors, b) nurses and c) midwives who were on sick leave in i)2023, ii)2022, iii)2021, iv) 2020 and v) 2019.

Answer:

Number of individuals absent due to sickness by financial year

	2019/20	2020/21	2021/22	2022/23	2023/24 to date
Medical	838	555	919	1,254	1,224
Nursing Band 1-4	2,591	2,708	2,835	3,200	3,100
Nursing Band 5+	5,683	4,700	5,932	6,317	6,026
Midwifery Band 1-4	94	84	95	104	97
Midwifery Band 5+	341	281	343	385	350

*Notes*

*Please note that one person can hold more than one post and be absent from more than one post. This means that individuals might be counted more than once in the below figures. 2023/2024 to date refers to 1st April 2023 - 19th January 2024.*

*Medical includes junior doctors.*

*Note that the lower numbers in financial year 2020/2021 are likely a result of Covid-19 being recorded separately to sickness absence.*

*Long term sickness absence defined as absent for 28 day or longer.*

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal). If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhsllothian.scot/FOI/Pages/default.aspx>

Yours sincerely

**ALISON MACDONALD**  
**Executive Director, Nursing, Midwifery and AHPs**  
Cc: Chief Executive