

Dear

FREEDOM OF INFORMATION – STAFF SICK LEAVE

I write in response to your request for information in relation to staff sick leave in NHS Lothian.

Question:

1. Can I please have data on sick days taken by employees within your organisation for the last 5 years. I'm aware you are unable to provide personal information so please just refer to each person as Person1, Person2 etc.

Please provide the information below in CSV file format in the following order of preference:

[Authority name],
Calendar Year,
Anonymised Person data,
Department,
Number of days off sick,
Approx cost of sickness absence,
Reason (if available)

Answer:

Information on the number of hours lost to sickness absence by service area and category of absence is detailed in the Excel spreadsheet attached. Information is only available in this format on our system for the past three years.

We are not able to provide information per individual member of staff, even with the names anonymised, as the service area and reason for absence may be enough to identify individuals alongside other information which colleagues or others may have. I have not released numbers of 5 or fewer in the table, as this information could lead to the identification of the individuals involved. Since we do not have their consent to release their personal data, the information is exempt under section 38 of the Freedom of Information (Scotland) Act 2002 as to provide it would breach the principles of the Data Protection Act 2018.

Cost of sickness absence is not recorded centrally. Information may be deduced from the information on cover required in individual departments, but in order to provide the



information you request it would be necessary to review each sickness absence over the period you have specified, requiring significant resources. Under section 12 of the Freedom of Information (Scotland) Act 2002, NHS Lothian is not required to respond to your request if the resources required to do so equate to more than £600 in cost.

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. 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 reviewer at the address at the top 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>

Yours sincerely

ALISON MACDONALD
Executive Director of Nursing Midwifery and AHPs
Cc: Chief Executive

Staff sickness absence by number of hours lost per division, by reason, 2021-22

Sickness Absence Reason	Division									
	Acute Services Division	Corporate Services	Directorate Of Primary Care	East Lothian Partnership	Edinburgh Partnership	Facilities And Consort	Midlothian Partnership	Research + Teaching	Royal Edinburgh & Associated Services	West Lothian Hsc Partnership
Anxiety/stress/depression/other psychiatric illnesses	30,275.50	7,267.50	1,127.00	2,484.50	6,270.00	18,744.00	2,053.00	636.50	8,208.50	5,518.50
Asthma	534.50	11.50	6.00	11.00	57.00	76.00	12.00	4.00	75.00	22.00
Back problems	6,831.50	800.50	237.00	653.50	1,136.50	5,293.00	333.50	12.50	919.50	673.50
Benign and malignant tumours, cancers	4,149.00	624.00	113.00	130.00	983.50	2,196.00	176.00	0.00	344.00	378.00
Blood disorders	567.00	119.00	12.00	102.00	47.00	325.50	0.00	69.50	62.00	8.00
Burns, poisoning, frostbite, hypothermia	79.50	5.00	0.00	0.00	13.00	207.00	2.00	0.00	4.00	36.00
Chest & respiratory problems	3,650.50	902.00	171.00	228.50	626.50	2,699.50	198.00	61.50	767.50	477.50
Cold, cough, flu - influenza	7,856.50	1,938.00	340.00	637.50	1,268.00	2,629.50	524.00	148.50	1,595.00	945.50
Covid-related illness	0.00	21.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dental & oral problems	735.00	146.00	36.00	66.50	155.50	303.00	26.00	14.00	113.50	39.00
Ear, nose, throat (ENT)	2,439.50	509.50	76.50	251.50	284.50	851.00	67.50	54.00	388.00	297.00
Endocrine/glandular problems	322.50	44.00	23.00	1.00	50.00	44.00	25.00	15.00	127.00	64.00
Eye problems	853.50	202.00	50.50	26.00	213.00	574.50	21.00	7.00	214.00	86.50
Gastro-intestinal problems	9,488.00	1,427.50	249.50	629.50	1,273.00	4,757.00	468.00	160.00	1,992.50	1,311.00
Genitourinary & gynaecological disorders - exclude pregnancy related disorders	3,536.50	394.50	56.00	418.00	689.00	894.50	218.50	38.00	647.00	501.50
Headache/migraine	2,947.50	657.00	143.50	109.00	308.50	574.50	85.00	65.00	412.50	232.00
Heart, cardiac & circulatory problems	1,917.00	473.50	145.50	109.00	165.00	1,231.50	117.00	8.00	723.00	301.50
Infectious diseases	348.50	61.00	10.00	91.00	46.50	73.00	7.00	6.00	23.00	71.00
Injury, fracture	8,081.50	782.50	58.00	566.00	783.00	4,603.00	244.50	63.00	1,077.00	1,405.00
Nervous system disorders - exclude headache, migraine	2,151.00	314.50	59.00	83.50	188.50	184.50	114.00	23.00	385.00	246.00
Other known causes - not otherwise classified	11,028.50	2,946.50	660.50	775.50	2,024.00	5,826.00	277.50	467.50	1,936.50	1,018.50
Other musculoskeletal problems	8,430.00	1,287.00	179.50	643.00	1,549.00	7,589.50	223.00	14.50	1,485.50	1,616.00
Pregnancy related disorders	3,536.00	189.50	51.00	185.00	341.00	483.00	184.00	37.50	458.00	395.50
Skin disorders	830.50	123.50	37.00	31.50	162.00	536.50	100.50	0.00	106.00	52.00
Substance abuse - include alcoholism & drug dependence	140.00	6.00	0.00	0.00	119.00	495.00	0.00	0.00	0.00	0.00
Unknown causes/not specified	9,978.00	1,580.50	185.50	659.00	1,428.00	2,180.50	559.00	140.50	1,701.00	1,421.50

Staff sickness absence by number of hours lost per division, by reason, 2023-24

Sickness Absence Reason	Division									
	Acute Services Division	Corporate Services	Directorate Of Primary Care	East Lothian Partnership	Edinburgh Partnership	Facilities	Midlothian Partnership	Research + Teaching	Royal Edinburgh & Associated Services	West Lothian Hsc Partnership
Anxiety/stress/depression/other psychiatric illnesses	33,089.00	6,740.00	1,641.50	3,606.50	6,471.50	14,166.50	2,725.00	1,624.00	8,376.00	4,153.50
Asthma	450.00	56.50	5.00	8.00	47.50	169.00	18.00	0.00	39.50	14.50
Back problems	5,008.00	1,138.50	322.00	429.00	1,031.00	4,337.00	184.50	13.00	1,223.00	743.50
Benign and malignant tumours, cancers	3,216.50	789.00	125.00	347.00	621.00	1,669.00	551.00	100.00	883.00	430.00
Blood disorders	303.50	190.50	11.00	57.00	184.00	536.50	28.00	2.00	21.00	154.00
Burns, poisoning, frostbite, hypothermia	83.00	13.00	2.00	0.00	3.00	10.00	1.00	2.00	11.00	3.00
Chest & respiratory problems	5,791.00	1,118.50	210.00	348.00	1,282.00	2,834.00	460.50	66.00	1,266.00	479.50
Cold, cough, flu - influenza	13,176.00	2,854.50	780.00	1,117.00	2,358.50	3,677.00	844.50	427.00	2,622.00	1,123.00
Covid-related illness	4,541.00	990.50	194.50	361.00	1,434.00	1,058.00	370.00	92.00	714.00	371.00
Dental & oral problems	824.00	93.00	5.50	57.00	113.50	234.50	22.50	6.00	116.50	37.00
Ear, nose, throat (ENT)	2,438.00	507.50	94.00	305.50	364.50	645.00	233.50	57.00	434.50	294.00
Endocrine/glandular problems	601.50	83.00	44.00	109.00	54.00	57.00	73.00	2.00	96.00	46.50
Eye problems	931.50	283.00	57.00	76.00	199.00	542.00	17.00	6.00	185.50	132.00
Gastro-intestinal problems	12,631.00	1,784.00	455.50	1,137.00	1,499.00	4,553.00	721.00	193.50	2,114.50	1,050.50
Genitourinary & gynaecological disorders - exclude pregnancy related disorders	3,864.50	451.50	212.00	277.00	556.50	453.00	297.50	38.00	709.50	203.00
Headache/migraine	2,681.00	633.00	80.00	277.50	450.50	949.50	151.00	63.00	520.00	222.00
Heart, cardiac & circulatory problems	2,308.00	1,035.50	59.00	161.50	562.50	1,212.00	433.00	22.50	301.00	165.00
Infectious diseases	403.00	41.00	20.00	59.50	107.00	88.50	49.50	8.00	69.00	24.00
Injury, fracture	7,810.50	1,307.50	819.00	528.00	1,426.50	6,049.50	422.50	176.00	1,358.50	993.00
Menopause	331.00	62.50	1.00	68.00	62.50	0.00	21.00	0.00	43.00	13.00
Menstrual Health Related Illness	67.00	6.00	1.00	3.00	9.00	5.50	1.00	2.00	5.00	1.00
Nervous system disorders - exclude headache, migraine	1,313.00	629.00	66.00	156.00	205.50	339.50	85.50	1.00	382.50	69.00
Other known causes - not otherwise classified	8,305.00	3,350.50	751.00	1,006.50	1,955.00	7,221.00	484.00	286.00	2,244.50	1,427.50
Other musculoskeletal problems	10,160.50	1,621.50	465.50	1,224.00	1,752.00	6,064.00	247.00	70.50	1,427.50	1,180.50
Pregnancy related disorders	3,225.50	326.50	91.50	314.50	363.00	180.50	136.00	85.00	382.00	343.50
Skin disorders	782.00	56.00	100.00	116.00	81.50	375.50	111.00	22.00	131.00	116.50
Substance abuse - include alcoholism & drug dependence	224.00	0.00	0.00	0.00	7.00	6.00	13.00	0.00	0.00	0.00
Unknown causes/not specified	9,185.50	979.00	255.00	560.00	1,857.50	4,074.00	768.50	120.00	1,972.00	753.00
Violence & Aggression	16.00	0.00	1.00	0.00	1.00	2.00	20.00	0.00	10.00	0.00