

Date 16/05/2025
Your Ref
Our Ref 9821

Enquiries to Richard Mutch
Extension 35687
Direct Line 0131 465 5687
loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – MIDWIFES

I write in response to your request for information in relation to midwives.

Question:

1. The number of midwives that have left their post?
2. The number of midwife vacancies advertised?
3. The number of midwives employed in your health board?
 - As such, can I request the following information for each financial year from 2019/20 to 2024/25 (most recent):

Answer:

These questions can be answered through TURAS: <https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/03-december-2024-workforce/dashboards/nhs-scotland-workforce/?pageid=13016>. Further instructions are listed below.

For Q1 around turnover, select 'turnover' in reports tab on left hand side. Fill in:

- NHS Board - select NHS Lothian Board.
- Job Family – Nursing & Midwifery. Select '+' at left hand side of 'Nursing & Midwifery' to drill down to sub job family and select midwifery.
- Select Band/Grade group - Qualified.
- Select WTE/HC as appropriate.

For Q2 around vacancy data, select 'vacancy' in reports tab on left hand side. Fill in:

- Census Date: Select relevant census date.
- NHS Board - select NHS Lothian Board
- View data – Nursing & Midwifery.
- Select Sub Job Family – Midwifery.
- Select Band – Qualified.
- Select Data Table at the bottom right corner to view in table format.
- Select measure as appropriate.

Headquarters
Mainpoint
102 West Port
Edinburgh EH3 9DN

Chair Professor John Connaghan CBE
Chief Executive Professor Caroline Hiscox
Lothian NHS Board is the common name of Lothian Health Board

For Q3 around staff employment, select 'Employment Over Time'. Fill in:

- Census Date: Select relevant census date.
- NHS Board - select NHS Lothian Board
- Job Family - Nursing & Midwifery. Select '+' at left hand side of 'Nursing & Midwifery' to drill down to sub job family and select midwifery.
- Select Band/Grade – Qualified.
- Select WTE/HC as appropriate.

Question:

4. The number of midwives recommended for your workforce need from the government-directed policy use of a workforce planning tool?

Answer:

The Health and Care Staffing Scotland Act 2019 places the duty on Health Boards to run specialist tools 'the Staffing Level Tool' where applicable and that the use of these tools are utilised within the context of the Common Staffing Method.

The Common Staffing Method is the application of workforce planning triangulation to consider the requirement of staffing within the team to whom the tool has been applied.

As such the recommended whole time equivalent produced by the Staffing Level Tool does not provide a number of specific registrants for an organisation, nor is it intended to provide a specific number of registrants out with the application of relevant quality tools, professional judgement and application of workforce planning in the way your request suggests.

We therefore are unable to provide a specific number of midwives recommended for our workforce as this is not the sole purpose of the Staffing Level Tool. This is in keeping with the intended use of the Staffing Level Tools, the Common Staffing Method, the legislation and workforce practices.

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 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
Cc: Chief Executive