

Date 17/07/2025
Your Ref
Our Ref 10281

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

Dear

FREEDOM OF INFORMATION – ABSENCE

I write in response to your request for information in relation to staff absences.

Question:

1. How many NHS staff members have been absent (headcount) with anxiety, stress, depression or other mental illness (ASDOM – NHS Scotland defined list), recorded as 'sickness absence' in each year since 2020-21, including the current year to date? This would be any breaks from service not included in annual leave, due to high levels of stress.

Answer:

2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	2025/2026 to date
2,568	2,923	2,887	3,058	3,225	630

Question:

2. What was the combined number of working days lost due to ASDOM in each year since 2020-21, including the current year to date.

Answer:

2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	2025/2026 to date
77,641.5	83,029.5	83,140.0	83,026.5	87,992.0	13,220.5

Notes:

Includes absence due to 'Anxiety/stress/depression/other psychiatric illnesses'.

Unable to identify what absence is due to stress, or whether stress is work or non-work related.

Includes all job families.

Please note that the hours lost within a working day can significantly vary from individual to individual. Shifts can vary in length with anything from 1 hour to 12.5 hour shifts.

The working days lost counts all days within the financial year lost.

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

The headcount is the amount of staff that had episodes starting within the financial year. Staff are only counted once per financial year, even if they have more than one episode.

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