

Date 05/09/2025
Your Ref
Our Ref 10313

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

Dear

FREEDOM OF INFORMATION – STAFF SICKNESS ABSENCE

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

Question:

- I would like to request the following information under the Freedom of Information (Scotland) Act (2002). For each month of 2020/21, 2021/22, 2022/23, 2023/24, 2024/25 and 2025/26 (most recent):
 1. The number of staff working hours.
 2. The number of working hours lost to staff sickness absence.
 3. The number of working hours lost to staff sickness absence due to stress. (For clarification, if 'stress' is not available as a separate category please provide the name of the category it falls under and the total number of absent hours registered under this category).

Answer:

	Hours Lost					
	2020/21	2021/22	2022/23	2023/2024	2024/25	2025/26 to date
Hours Available	43,731,745	45,029,597	44,896,013	46,484,883	46,125,043	11,431,873
Sickness Absence	1,957,745	2,384,215	2,659,534	2,667,722	2,835,926	654,539
Anxiety/stress/depression /other psychiatric illnesses	622,111	666,341	672,876	675,940	724,303	166,142

Notes

Hours available calculated by multiplying the end of period WTE with the number of hours for full time. Based on Medical staff full time hours are 40 hours per week. All other staff (including Agenda for Change staff, Senior Managers, and non Agenda for Change staff) have been based on 37.5 hours per week 2020/2021 - 2023/2024. From 2024/2025 onwards they have been based on full time being 37 hours per week. The weekly hours were then multiplied by 52 (weeks in a year).

Unable to identify staff that has been off due to stress. Therefore data on the broader category 'Anxiety/stress/depression/other psychiatric illnesses' has been provided.

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





Note that Covid-19 absence was recorded separately to sickness absence until April 2024. 2025/2026 includes April 2025 - June 2025. Available hours calculated on 13 weeks.

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.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
Cc: Chief Executive