

www.nhslothian.scot

Date 12/01/2026
Your Ref
Our Ref 10957

Enquiries to Richard Mutch
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Dear

FREEDOM OF INFORMATION – SICK LEAVE

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

Question:

1. The number of staff employed by the trust?

Answer:

As of November 2025, NHS Lothian employed 29,134 staff.

Question:

2. The total number of days of sick leave taken by staff who took paternity leave in the preceding 12 months?

Answer:

Between 1st December 2024 to 30th November 2025, there were 1,826 working days lost due to Sick Leave by staff who took New Parent Support Leave in the same time period.

Question:

3. The total number of days of sick leave taken by all staff across the trust?

Answer:

Between 1st December 2024 to 30th November 2025, there were 340,755 working days lost due to Sick Leave.

Notes:

We are not able to differentiate between work and non-work related absences.

Please note an employees working pattern varies from individual to individual. A working day lost can be anything from 1 hour to 12.5 hours.

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