

Dear

FREEDOM OF INFORMATION – REGISTERED NURSES

I write in response to your request for information in relation to registered nurses and absences.

Question:

- Please provide the following information, using the most recent data available, as well as the same information for the equivalent, or nearest, date in 2021 and 2016.
- The total number (head count) of all registered nurses employed by the trust or health board at Agenda for Change Band 5 and above. [E.g. 02/02/2026 - 1,506; 02/02/2021 - 1,321; 02/02/2016 - 1,234]

Answer:

This can be answered with a link to Turas [NHS Scotland Workforce Data](#) and the below instructions.

- Go to the employment over time report on the left side
- Select board – expand region - NHS Lothian
- Select job family - Nursing & Midwifery
- Select Band/grade – Qualified
- Select WTE/Headcount

Question:

- Of these registered nurses (Band 5 and above), how many are/were absent from work on long-term sick leave, which is defined as sickness absence lasting more than 28 consecutive calendar days. [E.g. 02/02/2026 - 30; 02/02/2021 - 12; 02/02/2016 - 25]

Answer:

Financial Year	Hours Lost	WTE Lost (X)	Headcount Lost (Y)
2025/YTD	461,489	280	336
2024/25	488,782	296	355
2023/24	445,665	270	324
2022/23	379,839	230	276
2021/22	471,706	286	343
2020/21	405,946	246	295

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

Notes:

Long-term absence episodes may begin in one financial year and end in another. This report includes all long-term absence hours lost that occurred within the financial year, regardless of the start or end date of the episode.

Estimated Headcount Lost: This amount of lost time is equivalent to (X) full-time posts, which on average is roughly (Y) headcount.

WTE Lost = Hours Lost/1650. 1650 is the available working hours per year.

On average, 1wte = 1.2 headcount. Estimated Headcount Lost = WTE Lost x 1.2.

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