

Dear

## FREEDOM OF INFORMATION – SICKNESS ABSENCE

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

### Question:

- Under the Freedom of Information (Scotland) Act 2002, I request the following information for the period 1st April 2019 to the most recent financial years for which data is available.
  1. The total number of sickness absence days recorded for nursing staff where the reason for absence was categorised as mental health-related.
  2. The total number of sickness absence days recorded for midwifery staff where the reason for absence was categorised as mental health-related.
  3. A breakdown of these absences by financial year and month.
  4. The number of individual absence episodes recorded for mental health-related reasons among nursing and midwifery staff in each financial year.
  5. The average length (in days) of mental health-related absence episodes in each financial year.

For this request, "mental health-related" may include categories such as stress, anxiety, depression, PTSD, or other psychological conditions as recorded in your absence reporting system.

### Answer:

Please see enclosed spreadsheet.

Also please note that hours lost have been provided instead of absence days, as this data is more accurate.

Included in 'mental health-related' are: Anxiety/stress/depression/other psychiatric illnesses.

For the questions on episodes - information is provided for episodes starting in the said financial year.

I hope the information provided helps with your request.

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*



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](http://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  
Enc.

Table 1. Hours Lost by Financial Year and Month

	Job Family	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	2023/2024 Total
Midwifery	Nursing/Midwifery Band 1-4	313.5	430.5	432.0	552.0	475.5	309.5	533.8	333.0	649.0	512.0	579.0	666.8	5,786.5
	Nursing/Midwifery Band 5-7	1,083.0	1,334.0	996.0	1,279.5	1,161.0	967.5	1,340.8	1,591.0	872.5	928.0	1,032.0	885.8	13,471.0
	Nursing/Midwifery Band 8+													
<b>Midwifery Total</b>		<b>1,396.5</b>	<b>1,764.5</b>	<b>1,428.0</b>	<b>1,831.5</b>	<b>1,636.5</b>	<b>1,277.0</b>	<b>1,874.5</b>	<b>1,924.0</b>	<b>1,521.5</b>	<b>1,440.0</b>	<b>1,611.0</b>	<b>1,552.5</b>	<b>19,257.5</b>
Nursing	Nursing/Midwifery Band 1-4	12,188.6	14,693.3	13,692.8	13,528.8	12,963.0	12,103.4	12,811.4	12,491.9	12,984.8	14,001.8	12,274.5	13,127.3	156,861.4
	Nursing/Midwifery Band 5-7	14,401.1	14,823.8	14,103.0	15,660.4	16,996.9	16,419.7	17,777.3	17,045.3	15,729.0	16,350.1	14,919.0	16,030.0	190,255.4
	Nursing/Midwifery Band 8+		67.5	75.0				15.0		75.0	82.5	112.5	37.5	465.0
<b>Nursing Total</b>		<b>26,589.7</b>	<b>29,584.5</b>	<b>27,870.8</b>	<b>29,189.2</b>	<b>29,959.8</b>	<b>28,523.0</b>	<b>30,603.7</b>	<b>29,537.2</b>	<b>28,788.8</b>	<b>30,434.3</b>	<b>27,306.0</b>	<b>29,194.8</b>	<b>347,581.8</b>
<b>Total</b>		<b>27,986.2</b>	<b>31,349.0</b>	<b>29,298.8</b>	<b>31,020.7</b>	<b>31,596.3</b>	<b>29,800.0</b>	<b>32,478.2</b>	<b>31,461.2</b>	<b>30,310.3</b>	<b>31,874.3</b>	<b>28,917.1</b>	<b>30,747.3</b>	<b>366,839.4</b>

	Job Family	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	2024/2025 Total
Midwifery	Nursing/Midwifery Band 1-4	1,008.5	829.0	633.0	428.0	882.3	1,168.8	1,302.8	836.0	439.5	212.5	332.7	226.5	8,299.5
	Nursing/Midwifery Band 5-7	708.8	766.8	1,502.3	1,831.5	1,631.5	1,884.1	1,704.2	1,197.5	1,621.5	1,538.4	1,001.3	1,047.4	16,435.0
	Nursing/Midwifery Band 8+													
<b>Midwifery Total</b>		<b>1,717.3</b>	<b>1,595.8</b>	<b>2,135.3</b>	<b>2,259.5</b>	<b>2,513.8</b>	<b>3,052.9</b>	<b>3,006.9</b>	<b>2,033.5</b>	<b>2,061.0</b>	<b>1,750.9</b>	<b>1,334.0</b>	<b>1,273.9</b>	<b>24,734.5</b>
Nursing	Nursing/Midwifery Band 1-4	13,004.3	13,166.9	13,303.2	12,202.0	11,430.7	10,722.5	11,813.6	10,650.1	10,932.9	10,477.1	9,933.8	10,919.3	138,556.4
	Nursing/Midwifery Band 5-7	16,611.5	15,978.1	16,643.8	19,842.7	20,392.0	19,732.3	18,497.5	18,040.2	18,536.1	17,817.1	17,030.1	16,327.6	215,449.0
	Nursing/Midwifery Band 8+	273.8	293.0	291.4	564.4	623.0	159.5	324.0	64.0	52.0	96.0		66.6	2,807.7
<b>Nursing Total</b>		<b>29,889.6</b>	<b>29,438.0</b>	<b>30,238.3</b>	<b>32,609.1</b>	<b>32,445.7</b>	<b>30,614.4</b>	<b>30,635.1</b>	<b>28,754.3</b>	<b>29,521.0</b>	<b>28,390.3</b>	<b>26,963.9</b>	<b>27,313.4</b>	<b>356,813.1</b>
<b>Total</b>		<b>31,606.8</b>	<b>31,033.8</b>	<b>32,373.6</b>	<b>34,868.6</b>	<b>34,959.4</b>	<b>33,667.2</b>	<b>33,642.0</b>	<b>30,787.8</b>	<b>31,582.0</b>	<b>30,141.1</b>	<b>28,297.8</b>	<b>28,587.3</b>	<b>381,547.5</b>

	Job Family	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	2025/2026 Total
Midwifery	Nursing/Midwifery Band 1-4	306.2	77.5	34.5	51.0	165.5	214.6	463.6	415.8	163.1	370.0	200.2	231.8	2,693.8
	Nursing/Midwifery Band 5-7	961.1	992.7	705.3	822.9	1,169.8	922.3	1,128.7	1,528.2	1,431.8	1,365.2	949.1	1,120.5	13,097.4
	Nursing/Midwifery Band 8+		82.4	208.3	153.6						34.5			478.8
<b>Midwifery Total</b>		<b>1,267.2</b>	<b>1,152.6</b>	<b>948.1</b>	<b>1,027.5</b>	<b>1,335.3</b>	<b>1,136.8</b>	<b>1,592.3</b>	<b>1,943.9</b>	<b>1,594.9</b>	<b>1,769.8</b>	<b>1,149.3</b>	<b>1,352.2</b>	<b>16,269.9</b>
Nursing	Nursing/Midwifery Band 1-4	11,070.7	10,714.8	11,585.4	12,380.6	11,968.0	13,245.6	12,973.9	12,513.5	13,847.5	9,894.7	8,933.5	9,561.8	138,689.8
	Nursing/Midwifery Band 5-7	13,658.9	15,104.4	17,604.5	20,224.2	21,927.1	22,838.6	22,611.1	23,707.9	24,171.5	20,288.8	18,257.3	21,667.0	242,061.3
	Nursing/Midwifery Band 8+	293.5	290.4	187.1	9.5	15.5	44.5	223.0	142.5	112.5	52.0	111.0	52.0	1,533.5
<b>Nursing Total</b>		<b>25,023.1</b>	<b>26,109.7</b>	<b>29,376.9</b>	<b>32,614.3</b>	<b>33,910.5</b>	<b>36,128.7</b>	<b>35,808.0</b>	<b>36,363.9</b>	<b>38,131.5</b>	<b>30,235.5</b>	<b>27,301.8</b>	<b>31,280.9</b>	<b>382,284.6</b>
<b>Total</b>		<b>26,290.3</b>	<b>27,262.2</b>	<b>30,325.0</b>	<b>33,641.8</b>	<b>35,245.8</b>	<b>37,265.5</b>	<b>37,400.3</b>	<b>38,307.8</b>	<b>39,726.4</b>	<b>32,005.3</b>	<b>28,451.0</b>	<b>32,633.1</b>	<b>398,554.5</b>

Table 2. Number of absence episodes

	Job Family	2023/2024	2024/2025	2025/2026
Midwifery	Nursing/Midwifery Band 1-4	37	45	35
	Nursing/Midwifery Band 5-7	92	140	110
	Nursing/Midwifery Band 8+			3
<b>Midwifery Total</b>		<b>129</b>	<b>185</b>	<b>148</b>

<b>Nursing</b>	Nursing/Midwifery Band 1-4	938	885	859
	Nursing/Midwifery Band 5-7	1,245	1,495	1,693
	Nursing/Midwifery Band 8+	8	14	9
<b>Nursing Total</b>		<b>2,191</b>	<b>2,394</b>	<b>2,561</b>
<b>Total</b>		<b>2,320</b>	<b>2,579</b>	<b>2,709</b>

Table 3. Average Length of Episode (days)

	<b>Job Family</b>	<b>2023/2024</b>	<b>2024/2025</b>	<b>2025/2026</b>
<b>Midwifery</b>	Nursing/Midwifery Band 1-4	39	51	24
	Nursing/Midwifery Band 5-7	29	33	35
	Nursing/Midwifery Band 8+			31
<b>Midwifery Total</b>		<b>68</b>	<b>84</b>	<b>90</b>
<b>Nursing</b>	Nursing/Midwifery Band 1-4	33	46	45
	Nursing/Midwifery Band 5-7	30	36	36
	Nursing/Midwifery Band 8+	10	41	40
<b>Nursing Total</b>		<b>73</b>	<b>123</b>	<b>121</b>
<b>Total</b>		<b>141</b>	<b>207</b>	<b>211</b>