

Dear

FREEDOM OF INFORMATION – STAFF ABSENCES

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

Question:

For each of the financial years 2021/22, 2022/23, 2023/24, 2024/25 and 2025/26, please provide:

1. The number of NHS staff who recorded at least one period of sickness absence due to anxiety, stress, depression or other mental illness (ASDOM).

Answer:

The information you have requested is detailed in the table below for all staff groups.

Staff with absence due to anxiety, stress, depression or mental illness, NHS Lothian	
Year	Number of staff
2020-21	2,833
2021-22	3,112
2022-23	3,128
2023-24	3,285
2024-25	3,478
2025-26	3,620

Question:

2. The total number of working days lost due to staff sickness absence recorded under ASDOM.

Answer:

The information you have requested is detailed in the table below for all staff groups.

Working days lost due to staff sickness: anxiety, stress, depression or mental illness, NHS Lothian	
Year	Number of working days
2020-21	77,430
2021-22	82,606

Working days lost due to staff sickness: anxiety, stress, depression or mental illness, NHS Lothian	
Year	Number of working days
2022-23	83,096
2023-24	82,672
2024-25	87,488
2025-26	94,189

Question:

3. The longest single shift worked by any member of staff in each year. For the purposes of this request, by “shift” I mean the continuous period between a member of staff starting and finishing work, including any recorded overtime or additional hours worked immediately before or after their scheduled shift.

Answer:

We are unable to give the information as request for excess/OT prior to a shift – this report is not possible.

Please note – SSTS rosters are archived on a rolling 3-year period so reports prior to this are requested from ATOS to take the information from the database archives. The 2021, 2022 and 2023 data we are unable to check the rosters for accuracy.

Year	Shift Length
2021/22	15.50
2022/23	17.50
2023/24	15.50
2024/25	18.00
2025/26	17.00

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 <https://www.foi.scot/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 reviewer at the address at the top 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>

Yours sincerely

ALISON MACDONALD
Executive Director of Nursing Midwifery and AHPs
Cc: Chief Executive