

Reference:	FOI.7653.21
Subject:	Health Board staff and absence
Date of Request:	8 December 2021

Requested:

Please disclose the following information for the last three years - 2019, 2020, 2021:

1. The number of doctors who left the Health Board.
Please provide a breakdown of their roles. Please also provide the reason for leaving if possible.
2. The number of nurses/senior nurses who left the Health Board.
Please provide a breakdown of their roles. Please also provide the reason for leaving if possible.
3. The number of nurses that were signed off for more than 4 weeks with stress, stress related conditions or mental health conditions.
Please provide a monthly breakdown of numbers if possible.
4. The number of doctors that were signed off for more than 4 weeks with stress, stress related conditions or mental health conditions.
Please provide a monthly breakdown of numbers if possible.

Response:

1. Hywel Dda University Health Board (UHB) provides, within the table below, the number of doctors that have terminated their employment with the UHB, by role and reason, as recorded on the UHB's Electronic Staff Record (ESR) system, for the calendar years 2019, 2020 and the 1 January to 30 November 2021.

Leaving reason	End of Fixed Term contract			Retirement			Resignation			Other		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Consultant	*	*	*	6	8	8	21	12	11	0	*	0
General Medical Practitioner	0	0	0	*	*	*	*	0	0	0	*	0
Speciality Registrar	63	66	59	0	0	*	33	31	38	0	0	7
Speciality Doctor	8	*	*	*	0	*	11	14	18	0	0	0
Other	*	*	0	*	*	*	*	0	*	0	0	0

Please note:- Trainee doctors are employed by the Single Lead Employer – NHS Wales Shared Services Partnership (NWSSP) and are therefore excluded from the above.

The reasons for leaving included within 'other' in the table includes death in service, dismissal and employee transfer. Also, the reasons for 'resignation' include voluntary, better reward

package, lack of opportunity, relocation, further education/training, work life balance and reason not specified.

2. The UHB provides, within the table below, the number of nurses that have terminated their employment with the UHB, by role and reason, as recorded on the UHB's ESR system, for the calendar years 2019, 2020 and the 1 January to 30 November 2021.

Leaving reason Job role	Retirement			Resignation			Other		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Nurse Manager	18	11	14	4	*	*	*	*	*
Specialist Nurse Practitioner	6	10	11	7	7	*	*	*	*
Staff Nurse	44	43	30	71	67	64	7	*	6
Community Nurse	26	17	32	17	14	21	*	*	*
Midwife	8	*	6	14	8	16	0	*	0
Community Practitioner	*	*	*	*	7	*	*	*	0
Sister/Charge Nurse	8	7	*	*	*	*	*	*	*
Other	*	*	*	*	*	0	0	0	0

The reasons for leaving included within 'other' in the table includes death in service, dismissal, bank worker not worked, and employee transfer. Also, the reasons for 'resignation' include voluntary, dependents, better reward package, health, incompatible working and reason not specified.

3. The UHB provides, within the table below, the number of nurses absent with a stress related absence for more than four (4) weeks, as recorded on the UHB's ESR system, by month, for the calendar years 2019, 2020 and the 1 January to 31 October 2021.

Month	Number of nurses absent due with a stress related absence		
	2019	2020	2021
January	57	76	86
February	54	83	80
March	54	90	84
April	58	86	66
May	60	91	62
June	59	93	62
July	53	76	84
August	50	72	87
September	55	63	88
October	58	55	86
November	72	60	Unavailable
December	69	69	

Please note:- The data for November and December 2021 is currently unavailable due to sickness absence being recorded in ESR in arrears. Additionally, as the request asks for information to be presented by month, the figures may relate to the same individuals being absent and included in the following months. In this connection, the numbers should not be aggregated to arrive at a total.

4. The UHB provides, within the table below, the number of doctors absent with a stress related absence for more than four (4) weeks, by month, as recorded on the UHB's ESR system, for the calendar years 2019, 2020 and the 1 January to 31 October 2021.

Month	Number of doctors absent due with a stress related absence		
	2019	2020	2021
January	*	*	6
February	*	*	7
March	*	*	8
April	*	*	7
May	*	6	*
June	*	*	*
July	*	*	*
August	*	*	*
September	*	*	*
October	*	*	*
November	*	8	Unavailable
December	*	8	

Please note:- The data for November and December 2021 is currently unavailable due to sickness absence being recorded in ESR in arrears. . Additionally, as the request asks for information to be presented by month, the figures may relate to the same individuals being absent and included in the following months. In this connection, the numbers should not be aggregated to arrive at a total.

Where the figures in the tables have been replaced with an asterisk (*), the UHB is unable to provide you with the exact numbers, due to the low number of cases (5 and under), as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the FoIA. This information is protected by the Data Protection Act 2018/General Data Protection Regulations 2016 (GDPR), as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles 6 and 9 of the GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the Data Protection Act 2018/General Data Protection Regulations 2016 define personal data as data which relates to a living individual who can be identified solely from that data or from that data and other information which is in the possession of the data controller.