

Reference:	FOI.19595.26
Subject:	Long-term sickness absence
Date of Request:	13 February 2026

Requested:

I am writing to request information under the Freedom of Information Act 2000 regarding the number of registered nurses on long-term sick leave.

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.

1. 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]
2. 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]

If possible, please confirm the date at which each dataset was accurate.

Response:

1. Hywel Dda University Health Board (UHB) provides within the table overleaf, the number of Nursing and Midwifery (N&M) staff employed at Agenda for Change (A4C) Bands 5 and above, as at 31 January for the 2016, 2021 and 2026 calendar years.

Period	Number
31 January 2016	2,946
31 January 2021	3,204
31 January 2026	3,942

2. The UHB provides within the table below, the number of N&M staff at A4C Band 5 and above that had long-term sickness absence of more than 28 consecutive calendar days, recorded as at 31 January for the 2016, 2021 and 2026 calendar years.

Period	Number
31 January 2016	90
31 January 2021	114
31 January 2026	142