

Reference:	FOI.4112.20
Subject:	Nurses and the effects of COVID-19
Date of Request:	28 September 2020

Requested:

1. How many nurses have left their jobs at Hywel Dda University Health Board since the Covid-19 outbreak. Please provide a monthly breakdown per hospital.
2. How many nurses have received or requested counselling at Hywel Dda University Health Board since the Covid-19 outbreak. Please provide a monthly breakdown per hospital.
3. How many nurses have been off work at Hywel Dda University Health Board due to stress or mental health illnesses since the Covid-19 outbreak. Please provide a monthly breakdown per hospital.
4. How many nurses have been off work for more than 2 weeks at Hywel Dda University Health Board due to stress or mental health illnesses since the Covid-19 outbreak. Please provide a breakdown per hospital.
5. Please provide me with nurse suicide rates at Hywel Dda University Health Board since the Covid-19 outbreak. Please provide a breakdown per hospital.

***Please provide the information in calendar years NOT fiscal.

Response:

1. Hywel Dda University Health Board (UHB) provides, within the table below, the number of nurses that have left their employment in the UHB since the COVID-19 pandemic, by general hospital, for the months March to August 2020 as recorded on the UHB's Electronic Staff Record (ESR) system.

Hospital	March	April	May	June	July	August
Bronglais General Hospital (BGH)	0	*	*	*	*	*
Glangwili General Hospital (GGH)	11	*	6	7	*	7
Prince Philip Hospital (PPH)	*	*	*	*	*	*
Withybush General Hospital (WGH)	*	*	*	*	*	*

2. The UHB provides, within the table below, the number of nurses and Health Care Support Workers (HCSW) that have accessed the Staff Psychological Wellbeing Service for a resource appointment since the COVID-19 pandemic, by general hospital, for the months March to September 2020.

Hospital	March	April	May	June	July	August	September
BGH	*	*	0	0	*	*	*
GGH	*	*	7	6	*	6	*
PPH	*	*	0	*	*	*	*
WGH	0	8	8	*	7	*	*

A resource appointment is the first point of contact for in-house one to one psychological support for UHB staff. To ensure individual preferences and needs are met, a range of additional support mechanisms are in place across the UHB which are widely promoted and include the following:

- Employee Assistance Programme, Care-First, which offers 24/7 advice and support across many issues, including access to counselling.
- Access to Health for Healthcare Professional Wales, which offers psychological support for all frontline staff.
- One to one psychological support from our Clinical Health Psychologists and Mental Health Psychologists provided for staff in the teams where those Psychologists work.
- Signposting to private therapy via professional websites.
- Access to Silvercloud, an online Cognitive Behaviour Therapy platform.

The UHB does not hold the number of nursing and HCSW staff who are accessing these additional services.

3. The UHB provides, within the table below, the number of nurses recorded as absent due to stress or mental health illnesses since the COVID-19 pandemic, by general hospital, for the months March to July 2020, as recorded on the UHB's ESR system.

Hospital	March	April	May	June	July
BGH	*	*	*	8	8
GGH	23	28	34	36	24
PPH	7	11	13	13	14
WGH	9	7	15	20	22

4. The UHB provides, within the table below, the number of nurses recorded as absent for more than two (2) weeks due to stress or mental health illnesses since the COVID-19 pandemic, by general hospital, for the period 1 March to 31 July 2020 as recorded on the UHB's ESR system.

Location	Number
BGH	7
GGH	49
PPH	17
WGH	30

5. The UHB confirms that there have been no nurse suicides for the period 1 March to 31 August 2020.

Where the figures in the tables have been replaced with an asterisk (*), the UHB is unable to provide you with the exact number of patients due to the low numbers 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 Freedom of Information Act 2000. 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 defines 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.