

Reference:	FOI.6582.21
Subject:	Nursing statistics
Date of Request:	30 July 2021

Requested:

1. How many nurses have left their jobs since March 2020? Please provide a monthly breakdown for each hospital within the Health board.
2. How many nurses have received or requested counselling since March 2020? Please provide a monthly breakdown for each hospital within the Health board.
3. How many nurses have been off work due to stress or mental health illnesses since March 2020? Please provide a monthly breakdown for each hospital within the Health board.
4. How many nurses have been off work for more than 2 weeks due to stress or mental health illnesses since March 2020? Please provide a monthly breakdown for each hospital within the Health board.
5. Please provide me with nurse suicide rates since March 2020. Please provide a monthly breakdown for each hospital within the Health board.

Please provide the information in calendar years NOT fiscal.

Response:

As some of this information is already within the public domain, Hywel Dda University Health Board (UHB) has applied an Exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as the information is accessible by another means. The UHB has answered a similar Freedom of Information request, FOI/4112/20, which provides the information from March to August 2020, which is available on our disclosure log.

For ease of reference please click on the attached link which will take you directly to the UHB's disclosure log webpage:

<https://hduhb.nhs.wales/about-us/governance-arrangements/freedom-of-information/disclosure-log/>

1. Hywel Dda University Health Board (UHB) provides, within the table overleaf, the number of nurses that have left their employment in the UHB, by month and General Hospital, as recorded on the UHB's Electronic Staff Record (ESR) system, for the remainder of the requested period that is from September 2020 to July 2021.

Month	Bronglais General Hospital (BGH)	Glangwili General Hospital (GGH)	Prince Philip Hospital (PPH)	Withybush General Hospital (WGH)
September 2020	0	*	*	*
October 2020	*	*	*	*
November 2020	*	7	*	*
December 2020	*	10	*	*
January 2021	*	*	*	*
February 2021	*	*	*	*
March 2021	*	8	6	*
April 2021	0	7	*	*
May 2021	*	6	*	*
June 2021	0	6	*	*
July 2021	0	*	*	*
Total	20	64	33	30

2. The UHB is unable to provide you with the information requested, as it is estimated that the cost of answering your request would exceed the “appropriate limit” as stated in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. The “appropriate limit” represents the estimated cost of one person spending 18 hours (or 2 ½ working days) in determining whether the UHB holds the information, as well as locating, retrieving and extracting the information.

In order to provide you with the number of nurses that have self-referred to the UHB’s Psychological Wellbeing Service, the UHB would need to undertake a manual trawl of all staff referrals to identify any information that fulfils your request, as job types are not recorded centrally.

The UHB is therefore applying an exemption under Section 12 of the FoIA, which provides an exemption from a public authority’s obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

However, under section 16 of the FoIA, we are required, as a public authority, to provide advice and assistance so far as it is reasonable, to individuals who have made a request under FoIA.

Therefore, the UHB provides, within the table below, the number of staff from all staff groups that have self-referred to the UHB’s Psychological Wellbeing Service for a Resource Appointment, by month and the staff members preferred location for the appointment, from 1 September 2020 to 31 July 2021.

Month	BGH	GGH	PPH	WGH
September 2020	*	13	7	13
October 2020	6	12	*	8
November 2020	7	20	*	10
December 2020	*	10	7	*
January 2021	8	8	8	12
February 2021	*	10	12	14
March 2021	*	13	13	6
April 2021	7	8	8	12
May 2021	11	16	*	16
June 2021	6	18	13	12
July 2021	11	15	11	14

Please note:- Not all staff who access a Resource Appointment go on to receive Counselling. The numbers provided above also do not reflect staff who may have accessed support via the following resources:

- Care first, the UHB's Employee Assistance Programme
- Samaritans
- Health for Health Professionals Wales
- Bereavement Support Service
- Other professional support services, such as via the BMA, BDA, RCN etc.

3. The UHB provides, within the table overleaf, the number of nurses recorded as absent due to a stress or mental health related illness, by month and General Hospital, as recorded on the UHB's ESR system, for the period August 2020 to July 2021.

Month	BGH	GGH	PPH	WGH
August 2020	6	25	21	20
September 2020	*	21	21	13
October 2020	7	30	15	12
November 2020	*	34	20	9
December 2020	*	29	26	11
January 2021	7	32	30	21
February 2021	7	37	25	17
March 2021	8	39	24	17
April 2021	6	31	19	14
May 2021	9	25	17	16
June 2021	7	35	18	10
July 2021	*	35	23	17

4. The UHB provides, within the table below, the number of nurses recorded as absent for more than two (2) weeks due to a stress or mental health related illness, by General Hospital, as recorded on the UHB's ESR system, for the period 1 August 2020 to 31 July 2021.

Location	Number
BGH	25
GGH	113
PPH	78
WGH	60

5. The UHB does not hold this information as the cause of death is not recorded within the UHB's ESR system.

Where the figures in the above 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 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.