

Reference:	FOI.19118.25
Subject:	Sickness absence
Date of Request:	15 December 2025

Requested:

I would please like to know, in each of the last three years for which you have data:

1. The number of staff employed by the trust
2. The total number of days of sick leave taken by staff who took paternity leave in the preceding 12 months
3. The total number of days of sick leave taken by all staff across the trust

Response:

1. Hywel Dda University Health Board (UHB) does not hold the information exactly as requested as the number of employees varies month to month. However, the UHB provides within the table below, the average Whole Time Equivalent (WTE) of employees during the period 1 December 2022 to 30 November 2025, by year.

Period	Average WTE
1 December 2022 to 30 November 2023	10,167.17
1 December 2023 to 30 November 2024	10,410.60
1 December 2024 to 30 November 2025	10,465.52

2. The UHB provides within the table below, the total WTE of employee sickness absence days for those who had period of Paternity Leave during the period 1 December 2022 to 30 November 2025, broken down by year.

Period	WTE sickness absence
1 December 2022 to 30 November 2023	621.76
1 December 2023 to 30 November 2024	628.80
1 December 2024 to 30 November 2025	633.32

3. The UHB provides within the table below, the total WTE of employee sickness absence days during the period 1 December 2022 to 30 November 2025, by year.

Period	WTE sickness absence
1 December 2022 to 30 November 2023	231,158.86
1 December 2023 to 30 November 2024	253,259.25
1 December 2024 to 30 November 2025	253,150.78