

Reference:	FOI.16866.25
Subject:	Sickness absences
Date of Request:	17 March 2025

Requested:

This is an information request relating to sick days taken by nurses

Please include the following information for the following financial years: 2021/22, 2022/23, 2023/24, and 2024/25:

1. Total number of days lost due to sick leave taken by NHS Nurses
2. The total number of NHS nurses who took sick leave
3. Total number of days lost to Mental Health issues taken by NHS nurses
4. The total number of nurses who required sickness absence on mental health grounds
5. The number of NHS nurses taking more than seven days of absence without a sick note
6. The total number of days lost in excess of the seven days.

For example, if an individual has taken off 10 days without a sick note, then this would be 3 days in excess of the seven days

Response:

1. Hywel Dda University Health Board (UHB) provides, within the table below, the number of Whole Time Equivalent (WTE) days lost for the Nursing and Midwifery (N&M) staff group for sickness absence. The detail is reported as recorded on the Electronic Staff Record (ESR) system during the 2021/22 to 2023/24 financial years and the period 1 April 2024 to 25 March 2025.

Financial year	WTE days
2021/22	68,109
2022/23	73,674
2023/24	71,119
1/4/2024 to 25/3/2025	79,022

2. The UHB provides, within the table below, the total number of N&M staff that had an absence recorded on the ESR system during the 2021/22 to 2023/24 financial years and the period 1 April 2024 to 25 March 2025.

Financial year	Number
2021/22	2,460
2022/23	2,815
2023/24	2,771
1/4/2024 to 25/3/2025	2,974

3. The UHB provides, within the table below, the WTE number of days lost for the N&M staff group, that had an absence reason recorded as anxiety/stress/depression/other psychiatric illnesses on the ESR system during the 2021/22 to 2023/24 financial years and the period 1 April 2024 to 25 March 2025.

Financial year	WTE days
2021/22	21,193
2022/23	21,197
2023/24	22,988
1/4/2024 to 25/3/2025	26,779

4. The UHB provides, within the table below, the total number of N&M staff that had an absence recorded as anxiety/stress/depression/other psychiatric illnesses on the ESR system during the 2021/22 to 2023/24 financial years and the period 1 April 2024 to 25 March 2025.

Financial year	Number
2021/22	528
2022/23	564
2023/24	585
1/4/2024 to 25/3/2025	644

5. & 6. The UHB does not hold this information.