

Reference:	FOI.17165.25
Subject:	Staff absence
Date of Request:	23 April 2025

Requested:

Staff Absences Due to Illness

For each year (2022, 2023, 2024, and January–April 2025), please provide:

1. The total number of staff absences due to illness for
 - each hospital
 - each hospital department
2. Of those absences, how many were due to:
 - Stress
 - Mental health conditions (e.g., anxiety, depression, burnout)
 - a. If possible, how many were long-term absences (longer than 28 days)

Staffing Levels

3. For each hospital and department, please provide the average number of staff employed each year (2022–2025).

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all the information requested relating to staff absences, as there is a potential risk of identifying individuals if this was disclosed. Where the figures in Attachment 1 have been replaced with an asterisk (*) it is due to the low number of cases (5 and under). The UHB is therefore withholding the following details under Section 40(2) of the Freedom of Information Act (FoIA).

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that 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.

However, whilst operating in accordance with the Section 45 Freedom of Information Code of Practice, the UHB has a duty to provide advice and assistance and provides the information it holds below.

Please note:- the data provided below is for the number of sickness episodes; one (1) individual may have had multiple absences; therefore, each episode is counted separately.

1. The UHB provides within the table below, the number of sickness absence occurrences for any illness, by acute hospital, as recorded on the UHB's Electronic Staff Record (ESR) system, during the 2022, 2023 and 2024 calendar years and the period 1 January to 31 March 2025 (the most recent data available).

Hospital	2022	2023	2024	2025
Bronglais General Hospital (BGH)	2,345	2,209	2,369	626
Glangwili General Hospital (GGH)	6,521	6,552	6,904	1,793
Prince Philip Hospital (PPH)	3,852	3,338	3,555	992
Withybush General Hospital (WGH)	4,171	4,017	4,323	1,192

The UHB provides the number of sickness absence occurrences for any illness, broken down by department, across the UHB and not limited to the four (4) acute hospitals above, within the first tab of Attachment 1.

2. The UHB does not hold the data exactly as recorded as it is unable to separate sickness absences relating to stress and mental health, as these are recorded collectively under one (1) code, Anxiety/stress/depression/other psychiatric illnesses. Therefore, the UHB provides, within the table overleaf the total number of sickness absence occurrences recorded in the ESR system under this code, during the 2022, 2023, 2024 calendar years and the period 1 January to 31 March 2025 (the most recent data available).

Calendar year	Number
2022	2,126
2023	2,469
2024	2,781
2025	6,013

- a. The UHB provides within the table below, the total number of long-term sickness absence occurrences of twenty-eight (28) days or more for Anxiety/stress/depression/other psychiatric illnesses, as is recorded in the ESR system, during the 2022, 2023 and 2024 calendar years, and the period 1 January to 31 March 2025 (the most recent data available).

Calendar year	Number
2022	934
2023	1,072
2024	1,246
2025	423

3. The UHB provides within the table below, the average number of staff employed each year, by acute hospital, as at 31 March 2022, 2023, 2024 and 2025.

Hospital	2022	2023	2024	2025
BGH	1,235	1,251	1,290	1,328
GGH	3,112	3,309	3,378	3,396
PPH	1,846	1,914	1,943	1,951
WGH	2,030	2,138	2,194	2,230

The UHB provides the average number of staff employed, broken down by department across the UHB and not limited to the four (4) acute hospitals above, within the second tab in Attachment 1.