

Reference:	FOI.20801.26
Subject:	Staff sickness absence
Date of Request:	22 June 2026

Requested:

Please provide the following information:

On sickness and attendance records for staff in A&E departments Withybush & Glangwili.

Specifically for the last 3 years covering these periods.

- a. Christmas & New Year.
- b. Easter Periods.
- c. Mayday Bank Holidays.
- d. School Summer Holidays.

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all 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 Act 2000 (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, and locating, retrieving and extracting the information.

In order to identify the number of staff on duty in the Accident and Emergency (A&E) departments in Glangwili General Hospital (GGH) and Withybush General Hospital (WGH), the UHB would need to undertake a manual trawl of the rotas and employee time sheets for the time periods requested, to identify any information that may fulfil this part of your request, as the data is not centrally recorded.

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 the FoIA, which can include assisting a requestor to further refine their request.

The UHB suggests that you may refine your request by reducing the timeframe requested to a specific date e.g 5 May 2026. However, the UHB would still be required to undertake a manual trawl of rotas and time sheets, to identify the information to fulfil this part of your request. Therefore, the outcome would be dependent on the number of records identified within a shorter time period.

Additionally, the UHB is unable to provide you with the exact number of sickness related absences, due to the low number (less than 5) of staff members and have therefore, replaced the figure in the table with an asterisk (*), 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 FoIA. This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations (UK GDPR) 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, the UHB provides within the table below, the number of staff members within the Additional Clinical Services, Admin and Clerical, Nursing and Midwifery and Medical and Dental staff groups, with a work location recorded as A&E in either GGH or WGH, that had a sickness related absence recorded on the Electronic Staff Record (ESR) system, during the holiday periods requested.

No.	Period	No. A&E GGH	No. A&E WGH
a.	24 December 2023 to 2 January 2024	15	15
	24 December 2024 to 2 January 2025	17	18
	24 December 2025 to 2 January 2026	15	7
b.	7 to 10 April 2023	12	10
	29 March to 1 April 2024	9	13
	18 to 21 April 2025	9	5
c.	1 May 2023	8	9
	6 May 2024	17	*
	5 May 2025	7	7
d.	24 July to 1 September 2023	30	34
	22 July to 2 September 2024	34	16
	28 July to 1 September 2025	33	21