



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_612_24

You asked:

I would like to make an application under the Freedom of Information Act 2000 for the following information: (please provide the figures from January 2022 - present, in calendar years not fiscal). I would appreciate it if you could categorise the information according to the hospital and the unit (e.g. the Intensive Care Unit, A&E, etc).

1. How many members of hospital staff have been away from work with illness? Please, can you indicate how many of those staff noted a mental condition or stress as the main reason for their absence.
2. Of those, how many staff members have been absent from their work for a period of 2 months or longer?
3. Of those in question 1, how many staff members did not return to work after that period of illness?
4. Of those in question 3, what were the reasons behind them not returning to work?
5. How many job vacancies have there been in each Hospital over this period? (Please provide the information per hospital, per unit and per year please).
6. How many staff members have let the hospital know that they are feeling under pressure or suffering with stress? (Please provide the information per unit and per year please).

Our response:

Please note:

Q1 to 3 - Where the figures are less than 5, this has been denoted by **. The exact figures have been withheld due to the low numbers involved.

Where numbers are low we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. Also, responses under the Freedom of Information Act are made available to the public at large. The data is classed as personal data as defined under the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.

The data for this submission is taken from the Electronic Staff Record (ESR). Please note that it takes 6 weeks to fully transfer absence data from our rostering

system (HealthRoster) to ESR so the last complete month would be November-24. The period covered for this FOI is: 01-Jan-22 to 30-Nov-24.

The information is categorised by location and department/ward. In addition, if a member of staff has 2 assignments (jobs) they will only be counted once for each sickness occurrence during the period. Please note that a member of staff may have more than one sickness episode in each calendar year. Also, if a sickness period encompasses 2 calendar years, then that sickness occurrence is only counted once i.e. if the sickness starts on 01-Dec-23 and ends on 31-Jan-24 then it will only be counted in 2023.

1. How many members of hospital staff have been away from work with illness? Please, can you indicate how many of those staff noted a mental condition or stress as the main reason for their absence?

- The number of sickness occurrences during the period = 57,596
Please see attachment (Q1a) for breakdown.
- The number of occurrences with the sickness reason of:
S10 Anxiety/stress/depression/other psychiatric illnesses = 6,626
Please see attachment (Q1b) for breakdown.

2. Of those, how many staff members have been absent from their work for a period of 2 months or longer?

- The number of staff sickness occurrences over 2 months or longer = 4,325
Please see attachment (Q2) for breakdown.

3. Of those in question 1, how many staff members did not return to work after that period of illness?

The number of sickness occurrences where the termination date is the same as the sickness end date = 750
Please see attachment (Q3) for breakdown.

4. Of those in question 3, what were the reasons behind them not returning to work?

Please see the reasons listed in the table below:

Retirement Age
Retirement - Ill Health
Flexi Retirement
End of Fixed Term Contract
End of Fixed Term Contract - Completion of Training Scheme
End of Fixed Term Contract - End of Work Requirement
End of Fixed Term Contract - Other
Voluntary Resignation - Health
Voluntary Resignation - Relocation
Voluntary Resignation - Work Life Balance
Voluntary Resignation - Child Dependants
Voluntary Resignation - Other/Not Known
Voluntary resignation - Pay and Reward Related
Voluntary Resignation - Adult Dependants

Voluntary Resignation - Incompatible Working Relationships
Voluntary Resignation - Lack of Opportunities
Voluntary Resignation - Promotion
Voluntary Resignation - To undertake further education or training
Voluntary Early Retirement - no Actuarial Reduction
Voluntary Early Retirement - with Actuarial Reduction
Dismissal - Capability
Dismissal - Conduct
Dismissal - Some Other Substantial Reason
Mutually Agreed Resignation - Local Scheme with Repayment
Bank Staff not fulfilled minimum work requirement
Redundancy - Compulsory
Employee Transfer
Death in Service

5. How many job vacancies have there been in each Hospital over this period? (Please provide the information per hospital, per unit and per year please).

Our Trac system does not allow us to pull out the information as you have requested. However, we can confirm as follows:

For the years 2022 and 2023: we do not hold the data in this format. We are only able to report the number of vacancies (based on the date the advertising started), which are as follows:

Year	No. of vacancies
2022	3234
2023	2920
2024	2722(breakdown by site - attachment Q5)

Please note that these figures will include recruitment activity where the available hours advertised were not fully recruited to on first attempt and subsequently re-advertised.

When advertising posts, because of the nature of many of our services, we advertise across multiple sites or with the base/site to be agreed on appointment.

6. How many staff members have let the hospital know that they are feeling under pressure or suffering with stress? (Please provide the information per unit and per year please).

We do not centrally record this data. This information would be discussed on an individual/team basis with the local managers and would not be collected on a system that could provide data to respond to this question.