



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_201_25

You asked:

Please find below a Freedom of Information request for your Health Board's attention.

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 and department.**
Of those absences, how many were due to:
 - a) Stress**
 - b) Mental health conditions (e.g., anxiety, depression, burnout)**
 - c) If possible, how many were long-term absences (longer than 28 days)**

The following information has been included in the attached spreadsheet:

- a) The total number of staff absences due to illness for each hospital and department. - Please see the first tab titled Q1 All Sickness Reasons
- b) Absences due to a) Stress, b) Mental Health conditions, and c) How many were long-term absences (longer than 28 days) - Please see the second tab titled Q1 S10 Anxiety-Stress-Depression.

Please note the following:

- The data has been extracted from the Electronic Staff Record (ESR).
- There is up to 6 weeks' delay in sickness absence reporting and therefore the last complete month would be March 2025.
- The absence reason "S10 Anxiety/stress/depression/other psychiatric illnesses" covers points a) and b) of question 1.
- Location in the data is the hospital, clinic or other site where staff are based.
- All figures quoted are headcounts.
- Due to the number of locations and departments involved, providing the data at the department/site level would require us to remove the majority of values to prevent data becoming identifiable. We have therefore, provided the data by site only, as this allows for a more complete data set.

- 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.

Staffing Levels

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

The headcount is reported at the end of each period. We are unable to provide an average number of headcounts for each location due to the re-organisations and movement over the time period requested.

Please see the third tab titled Q2 Headcount.

Please note the following:

- The data has been extracted from the Electronic Staff Record (ESR).
- Due to the processing cycle for enrolments and terminations, the last complete month for headcount in post is March 2025.