

Date: 19 June 2026  
Your Ref: FOI-2026-3373  
Our Ref: FOI-2026-3373

Enquiries to: Freedom of Information  
Email: [psd.foi@nhs.scot](mailto:psd.foi@nhs.scot)

Dear [REDACTED]

**Freedom of Information Reference: FOI2026-3373**

Thank you for your information request received on 22 May 2026 by Public Services Delivery Scotland (PSD Scotland).

From 1 April 2026, NHS Education for Scotland (NES) and NHS National Services Scotland (NSS) joined to form Public Services Delivery Scotland (PSD Scotland), enabling transformation in health, social care, and the wider public sector. This means your Freedom of Information request is now being responded to by PSD Scotland.

I wish to advise under the Freedom of Information (Scotland) Act 2002 (FOISA), that PSD Scotland can provide a partial response to your request, as detailed below.

Your Request

*Please provide figures regarding staff sickness absence within your organization for the most recent complete financial year (e.g., 2024/2025) or calendar year.*

*Specifically, I require a breakdown cross-referencing the following three criteria:*

- 1. The Staff Pay Band / Grade (e.g., Agenda for Change Bands).*
- 2. The Department / Business Unit / Directorate (e.g., Human Resources, Finance, Operations, Clinical Specialties).*
- 3. The Recorded Reason for Absence (e.g., mental health/stress, musculoskeletal, respiratory).*

*For each intersection of the criteria above, please provide:*

- The total number of staff members who had a recorded sickness absence.*
- The total number of working days lost.*

The information requested has been provided in attached in the following Microsoft Excel spreadsheets:

Chair Mr Keith Redpath  
Chief Executive Professor Karen Reid

- 2026-3373 – Annex A (NES)
- 2026-3373 – Annex B (NSS)

The data includes absence information for Resident Doctors and Dentists in Training (RDDiT). NES as a legacy organisation of PSD Scotland serve as a lead employer for RDDiT across Scotland. Many of these doctors are employed directly by NES but hosted by a placement health board. This placement board for these doctors has been recorded under 'Directorate'. GP trainees are all recorded under 'NES DDiT'.

Under the [FOISA Section 38\(1\)\(b\) exemption for "Third Party Data"](#) data suppression has been applied when the statistical value is less than five (\*). By disclosing all or part of this information it may be possible for persons to be able to identify themselves or others. Individuals have a reasonable expectation that this personal information will not be disclosed.

Please note within the "Pay Grade" worksheet of Annex B, the Band 8D and 9 details have been combined. Also to note is that the total in the number of staff column within the "Absence Reason" worksheets will be higher than the total for "Directorate" and "Pay Grade". This is because employees can be absent for several reasons.

If you are unhappy with any aspect of how we have dealt with your request, you can make representations to us asking us to review the handling of your request. Please write to the Associate Director Corporate Governance using the email address [psd.foi@nhs.scot](mailto:psd.foi@nhs.scot) within 40 working days of the date of this correspondence.

If after a review you are still unhappy, you also have the right to apply to the Scottish Information Commissioner, who can be contacted at Kinburn Castle, St Andrews, Fife, KY16 9DS, or via their [online Appeal form](#).

Yours sincerely,

A black rectangular redaction box covering the signature area.