

[REDACTED]

Date 21 May 2026
Your Ref FOI-2026-3350
Our Ref FOI-2026-3350

Enquiries to [REDACTED]
Email psd.foi@nhs.scot

Dear [REDACTED],

Freedom of Information Reference FOI-2026-3350

I refer to your Freedom of Information (Scotland) Act 2002 (FOISA) request that we received on 24 April 2026 requesting the following information:

I would like to submit an FOI request for information regarding absenteeism due to work related stress within ARHAI Scotland.

Question 1) Can you provide a count of individuals in the Data & Intelligence Team subgroup who have had one or more periods of absence due to work related stress from 12th December 2022 to 1st March 2026. Therefore, each person counted once, regardless of multiple absences.

Question 2) Can you provide a count of individuals at ARHAI Scotland not a part of the Data & Intelligence Team subgroup who have had one or more periods of absence due to work related stress from 12th December 2022 to 1st March 2026. Therefore, each person counted once, regardless of multiple absences.

Question 3) Can you provide a count of the total individuals that make up the Data & Intelligence Team subgroup, and a count of everyone else at ARHAI Scotland, as of 1st March 2026. Please include those full time, part time, and vacant posts.

Question 4) Can you provide any known limitations of the data e.g. is the Director of NHS Scotland Assure or Programme Director omitted from the D&I Team for these purposes, is there variation in how work-related stress is coded (e.g. mental health, stress, anxiety) that could mean a person is missed, is absence due to work related stress self-reported or based on the content of a doctors 'fit note', any changes in recording between the start date and end date of the request, how are vacant posts handled, etc.

To provide some background: the "NHS Scotland Assure Directorate Organisation Chart" at page 12 provides the current members the Data & Intelligence Team

I understand that small numbers <5 may be suppressed to avoid identification

[REDACTED]

It is important to note that from 01 April 2026, NHS National Services Scotland (NSS) and NHS Education for Scotland (NES) joined to form Public Services Delivery Scotland (PSD Scotland), enabling transformation in health, social care, and the wider public sector. More information regarding PSD Scotland can be found at the following URL:

[Public Services Delivery Scotland \(PSD Scotland\)](#)

PSD Scotland has now completed a search of their records and can provide you with the following information:

Question 1) Can you provide a count of individuals in the Data & Intelligence Team subgroup who have had one or more periods of absence due to work related stress from 12th December 2022 to 1st March 2026. Therefore, each person counted once, regardless of multiple absences.

For absence reporting purposes the category we use is anxiety / stress / depression / other psychiatric illness. There is no specific category for work related stress. There are 10 individuals in ARHAI Scotland who have taken absence with reason as anxiety / stress / depression / other psychiatric illnesses.

We believe to break this down further as you have requested, could lead to individuals being identified and therefore it is being withheld under the following FOISA exemptions, which apply to this information, i.e. [Section 38\(1\)\(b\) when read with Section 38\(2\)\(a\) in that it is personal information that relates to living individuals.](#)

Question 2) Can you provide a count of individuals at ARHAI Scotland not a part of the Data & Intelligence Team subgroup who have had one or more periods of absence due to work related stress from 12th December 2022 to 1st March 2026. Therefore, each person counted once, regardless of multiple absences.

There are 10 individuals in ARHAI Scotland who have taken absence with reason as anxiety / stress / depression / other psychiatric illnesses.

Question 3) Can you provide a count of the total individuals that make up the Data & Intelligence Team subgroup, and a count of everyone else at ARHAI Scotland, as of 1st March 2026. Please include those full time, part time, and vacant posts.

Individuals that make up the Data & Intelligence Team subgroup = 23 (16 full time and 7 part time employees).

Everyone else at ARHAI Scotland = 61 (47 full time and 14 part time employees)

Question 4) Can you provide any known limitations of the data e.g. is the Director of NHS Scotland Assure or Programme Director omitted from the D&I Team for these purposes, is there variation in how work-related stress is coded (e.g. mental health, stress, anxiety) that could mean a person is missed, is absence due to work related stress self-reported or based on the content of a doctors 'fit note', any changes in recording between the start date and end date of the request, how are vacant posts handled, etc.

- The Director of NHS Scotland Assure and Programme Director have been omitted.

- For absence reporting the category used is anxiety / stress / depression / other psychiatric illness. There is no specific category for work related stress.
- Absence due to work related stress can be self-reported where the absence lasts 7 calendar days or less. Where an absence period lasts more than 7 calendar days and a medical certificate (e.g. a Fit Note / Med 3 or Med 10 certificate) issued, the absence should be based on the content.
- Any changes in recording between the start date and end date of the request would be recorded within systems.

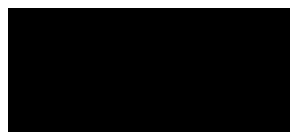
Vacant posts - I have established that under the [Section 17 exemption of FOISA for "Information not held"](#) PSD Scotland does not hold the information that you have requested. We do not hold information that allows us to confirm how vacant posts are handled.

I trust you will find the information of assistance and if you require any further information, please do not hesitate to contact me using the email address psd.foi@nhs.scot.

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 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,



Corporate Records & FOI Organisational Lead