

██████████
Letter issued by email

Date: 4 May 2026
Our Ref: FOI2026-3332
Enquiries to: Freedom of Information
Email: psd.foi@nhs.scot

Dear ██████████

Freedom of Information Reference: FOI2026-3332

Thank you for your information request received on 8 April 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.

Your Request

I would like to request the following information via the freedom of information act (FOI) for persons registered or certified with a visual impairment in Scotland.

- 1. The latest data (year) of the number of individuals with a visual impairment employed in NHS Scotland all sectors.*
- 2. In what sectors of NHS Scotland are persons with a visual impairment employed -in broad categories- ie Management, Clinical, Clerical, domestic*
- 3. The latest (year) data on how many doctors and nurses with a visual impairment employed by NHS 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, using information sourced from the eESS system used within NHS Scotland. The eESS system is a national workforce system used to record employee records.

1. The latest data (year) of the number of individuals with a visual impairment employed in NHS Scotland all sectors.

A total of 16 individuals employed by NHS Scotland at 31 December 2025 selected a "Blindness or partial sight loss" disability. This option was selected from a list available to individuals who answered yes to the question "Do you have a condition/disability that has lasted/may last 12 months or more?". Individuals can only select one option.

These data are based on self-reporting by staff. The completion is optional with around a quarter of people not responding.

Some high-level disability statistics are published in Official Statistics via the following link: <https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/03-march-2026-workforce/nhs-scotland-workforce-dashboards/nhs-scotland-workforce/?pageid=15687>)

2. In what sectors of NHS Scotland are persons with a visual impairment employed -in broad categories- ie Management, Clinical, Clerical, domestic.

Job family is a broad grouping of occupations. The number of individuals with a "Blindness or partial sight loss" disability by job family is shown below.

Job Family	Headcount
Administrative Services	10

There are another six persons with visual impairment spread out over five other job families, however this data has been suppressed under Section 38(1)(b) of the FOISA. 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 data will not be disclosed.

3. The latest (year) data on how many doctors and nurses with a visual impairment employed by NHS Scotland.

As detailed in question 2 we are unable to disclose information on any other job families, due to the small number of visually impaired staff within these roles. Under Section 38(1)(b) of FOISA data where the figure is less than five cannot be disclosed.

If you are dissatisfied with this reply under the terms of the Freedom of Information (Scotland) Act 2002, you should contact us again in writing or by email within 40 days of receipt of this response to request an internal review.

If you remain unhappy with the outcome of that internal review, you have the right to apply directly to the Scottish Information Commissioner for a decision within six months of receiving our response. For further information, please visit the Scottish Information Commissioner's [website](#).

Yours sincerely

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