

Freedom of Information Request	FOI 21-521	6 th January 2022
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Please disclose the following information for the last three years - 2019, 2020, 2021:

1. The number of doctors who left the health board. Please provide a breakdown of their roles. Please also provide the reason for leaving if possible.

The information requested has been provided in the tables below.

Please note, the Health Board has sought to respond to your request in full; however, due to the small numbers involved, we are unable to provide actual numbers in relation to each of the specific reasons for leaving the Health Board as the potential risk of identifying patients becomes significant. Please note that where the numbers are fewer than 5 this has been provided as <5 individuals. We are withholding the detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act 1998, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and Schedules 2 and 3 of the Act. This exemption is absolute and therefore there is no requirement to apply the public interest test.

Medical & Dental Leavers 2019	
Medical and Dental	293
Associate Specialist (Closed to new entrants)	5
Retirement Age	<5
Voluntary Resignation - Better Reward Package	<5
Voluntary Resignation - Other/Not Known	<5
Clinical Director - Medical	<5
Voluntary Resignation - Other/Not Known	<5
Consultant	24
Death in Service	<5
Dismissal - Statutory Reason	<5
End of Fixed Term Contract	<5
End of Fixed Term Contract - Completion of Training Scheme	<5
Flexi Retirement	6
Retirement - Ill Health	<5
Retirement Age	<5
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Relocation	<5
Voluntary Resignation - Work Life Balance	<5
Dental Officer	7

End of Fixed Term Contract	<5
Voluntary Resignation - Other/Not Known	<5
General Medical Practitioner	<5
End of Fixed Term Contract	<5
Retirement Age	<5
Voluntary Resignation - Other/Not Known	<5
Salaried General Practitioner	<5
Flexi Retirement	<5
Specialty Doctor	16
End of Fixed Term Contract	<5
End of Fixed Term Contract - Other	<5
Retirement Age	<5
Voluntary Resignation - Other/Not Known	9
Voluntary Resignation - Relocation	<5
Voluntary Resignation - To undertake further education or training	<5
Specialty Registrar	235
End of Fixed Term Contract	191
End of Fixed Term Contract - Other	8
Voluntary Resignation - Better Reward Package	<5
Voluntary Resignation - Other/Not Known	32
Voluntary Resignation - Relocation	<5

Medical & Dental Leavers 2020	
Medical and Dental	276
Associate Specialist (Closed to new entrants)	<5
Flexi Retirement	<5
Retirement Age	<5
Clinical Director - Medical	<5
Flexi Retirement	<5
Consultant	33
End of Fixed Term Contract	<5
End of Fixed Term Contract - Other	<5
Flexi Retirement	5
Retirement Age	13
Voluntary Resignation - Other/Not Known	5
Voluntary Resignation - Promotion	<5
Voluntary Resignation - Relocation	7
Dental Officer	<5
Voluntary Resignation - Health	<5
General Medical Practitioner	<5
Voluntary Resignation - Other/Not Known	<5
Medical Student	51
End of Fixed Term Contract	44
End of Fixed Term Contract - End of Work Requirement	<5
Voluntary Resignation - Better Reward Package	<5
Voluntary Resignation - Other/Not Known	5
Salaried General Practitioner	<5
Voluntary Resignation - Better Reward Package	<5
Voluntary Resignation - Other/Not Known	<5
Senior Dental Officer	<5

Retirement Age	<5
Specialty Doctor	10
Dismissal - Conduct	<5
End of Fixed Term Contract - Completion of Training Scheme	<5
Retirement Age	5
Voluntary Resignation - Better Reward Package	<5
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Relocation	<5
Specialty Registrar	172
Employee Transfer	<5
End of Fixed Term Contract	115
End of Fixed Term Contract - Other	7
Voluntary Resignation - Better Reward Package	5
Voluntary Resignation - Other/Not Known	42
Voluntary Resignation - Relocation	<5
Voluntary Resignation - To undertake further education or training	<5

Medical & Dental Leavers 2021	
Medical and Dental	266
Associate Specialist (Closed to new entrants)	<5
Flexi Retirement	<5
Retirement Age	<5
Consultant	26
Flexi Retirement	<5
Retirement Age	12
Voluntary Resignation - Other/Not Known	5
Voluntary Resignation - Promotion	<5
Voluntary Resignation - Relocation	<5
Dental Officer	8
End of Fixed Term Contract	7
Voluntary Resignation - Relocation	<5
General Medical Practitioner	<5
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Relocation	<5
Salaried General Practitioner	<5
Voluntary Resignation - Promotion	<5
Senior Dental Officer	<5
Retirement Age	<5
Voluntary Resignation - Other/Not Known	<5
Specialty Doctor	15
Death in Service	<5
End of Fixed Term Contract	<5
Retirement Age	<5
Voluntary Resignation - Health	<5
Voluntary Resignation - Other/Not Known	8
Voluntary Resignation - Relocation	<5
Specialty Registrar	207
Employee Transfer	11
End of Fixed Term Contract	96
End of Fixed Term Contract - Other	13

Voluntary Resignation - Other/Not Known	46
Voluntary Resignation - Relocation	41

2. The number of nurses/senior nurses who left the health board. Please provide a breakdown of their roles. Please also provide the reason for leaving if possible

The information requested has been provided in the tables below.

Please note, the Health Board has sought to respond to your request in full; however, due to the small numbers involved, we are unable to provide actual numbers in relation to each of the specific reasons for leaving the Health Board as the potential risk of identifying patients becomes significant. Please note that where the numbers are fewer than 5 this has been provided as <5 individuals. We are withholding the detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act 1998, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and Schedules 2 and 3 of the Act. This exemption is absolute and therefore there is no requirement to apply the public interest test.

Nursing & Midwifery Leavers 2019	
Nursing and Midwifery Registered	363
Community Nurse	55
Death in Service	<5
Employee Transfer	<5
End of Fixed Term Contract	<5
Flexi Retirement	6
Has Not Worked	<5
Mutually Agreed Resignation - Local Scheme with Repayment	<5
Retirement - Ill Health	<5
Retirement Age	20
Voluntary Resignation - Better Reward Package	<5
Voluntary Resignation - Health	<5
Voluntary Resignation - Other/Not Known	8
Voluntary Resignation - Promotion	<5
Voluntary Resignation - Relocation	5
Voluntary Resignation - To undertake further education or training	<5
Community Practitioner	30
Employee Transfer	<5
Flexi Retirement	<5
Merged Organisation - Duplicate Record	<5
Retirement - Ill Health	<5
Retirement Age	7
Voluntary Early Retirement - with Actuarial Reduction	<5
Voluntary Resignation - Health	<5
Voluntary Resignation - Other/Not Known	6
Voluntary Resignation - Relocation	5
Voluntary Resignation - To undertake further education or training	<5
Voluntary Resignation - Work Life Balance	<5

Enrolled Nurse	<5
Retirement - Ill Health	<5
Retirement Age	<5
Voluntary Resignation - Health	<5
Midwife	30
End of Fixed Term Contract	<5
End of Fixed Term Contract - Other	<5
Flexi Retirement	<5
Retirement Age	8
Voluntary Resignation - Adult Dependants	<5
Voluntary Resignation - Child Dependants	<5
Voluntary Resignation - Lack of Opportunities	<5
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Relocation	6
Voluntary Resignation - Work Life Balance	<5
Midwife - Consultant	<5
Flexi Retirement	<5
Midwife - Manager	<5
Flexi Retirement	<5
Nurse Consultant	<5
Retirement Age	<5
Nurse Manager	11
Flexi Retirement	<5
Retirement - Ill Health	<5
Retirement Age	5
Voluntary Resignation - Relocation	<5
Sister/Charge Nurse	<5
Retirement Age	<5
Specialist Nurse Practitioner	13
Flexi Retirement	6
Retirement Age	5
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Work Life Balance	<5
Staff Nurse	217
Employee Transfer	<5
End of Fixed Term Contract	<5
Flexi Retirement	25
Mutually Agreed Resignation - Local Scheme with Repayment	5
Mutually Agreed Resignation - National Scheme with Repayment	<5
Retirement - Ill Health	<5
Retirement Age	60
Voluntary Early Retirement - no Actuarial Reduction	<5
Voluntary Resignation - Adult Dependants	<5
Voluntary Resignation - Better Reward Package	8
Voluntary Resignation - Health	<5
Voluntary Resignation - Other/Not Known	46
Voluntary Resignation - Promotion	13
Voluntary Resignation - Relocation	27
Voluntary Resignation - Work Life Balance	19

Nursing & Midwifery Leavers 2020	
Nursing and Midwifery Registered	350
Advanced Practitioner	5
Flexi Retirement	<5
Retirement Age	<5
Community Nurse	41
Death in Service	<5
Employee Transfer	<5
Flexi Retirement	7
Mutually Agreed Resignation - National Scheme with Repayment	<5
Retirement Age	9
Voluntary Resignation - Adult Dependants	<5
Voluntary Resignation - Child Dependants	<5
Voluntary Resignation - Health	<5
Voluntary Resignation - Other/Not Known	8
Voluntary Resignation - Promotion	4
Voluntary Resignation - Relocation	6
Voluntary Resignation - To undertake further education or training	<5
Community Practitioner	38
Employee Transfer	<5
Flexi Retirement	11
Retirement - Ill Health	<5
Retirement Age	13
Voluntary Early Retirement - no Actuarial Reduction	<5
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Work Life Balance	7
Enrolled Nurse	<5
Flexi Retirement	<5
Retirement Age	<5
Midwife	30
Flexi Retirement	12
Has Not Worked	<5
Mutually Agreed Resignation - Local Scheme with Repayment	<5
Retirement Age	8
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Relocation	<5
Voluntary Resignation - Work Life Balance	<5
Midwife - Manager	<5
Flexi Retirement	<5
Nurse Manager	23
Flexi Retirement	6
Retirement Age	5
Voluntary Resignation - Better Reward Package	<5
Voluntary Resignation - Other/Not Known	7
Voluntary Resignation - Promotion	<5
Voluntary Resignation - Relocation	<5
Practice Nurse	<5
Retirement Age	<5
Specialist Nurse Practitioner	21
End of Fixed Term Contract	<5

Flexi Retirement	9
Retirement Age	6
Voluntary Resignation - Promotion	<5
Voluntary Resignation - Relocation	<5
Voluntary Resignation - To undertake further education or training	<5
Staff Nurse	188
Death in Service	<5
Dismissal - Conduct	<5
End of Fixed Term Contract	<5
End of Fixed Term Contract - Other	<5
Flexi Retirement	48
Mutually Agreed Resignation - Local Scheme with Repayment	7
Retirement - Ill Health	<5
Retirement Age	40
Voluntary Early Retirement - no Actuarial Reduction	<5
Voluntary Early Retirement - with Actuarial Reduction	<5
Voluntary Resignation - Adult Dependants	<5
Voluntary Resignation - Better Reward Package	<5
Voluntary Resignation - Health	5
Voluntary Resignation - Lack of Opportunities	<5
Voluntary Resignation - Other/Not Known	33
Voluntary Resignation - Promotion	5
Voluntary Resignation - Relocation	28
Voluntary Resignation - Work Life Balance	<5

Nursing & Midwifery Leavers 2021	
Nursing and Midwifery Registered	368
Advanced Practitioner	<5
Voluntary Resignation - Other/Not Known	<5
Community Nurse	52
Employee Transfer	<5
End of Fixed Term Contract	<5
End of Fixed Term Contract - End of Work Requirement	<5
Flexi Retirement	8
Redundancy - Voluntary	<5
Retirement - Ill Health	<5
Retirement Age	12
Voluntary Early Retirement - no Actuarial Reduction	<5
Voluntary Resignation - Health	<5
Voluntary Resignation - Other/Not Known	9
Voluntary Resignation - Promotion	5
Voluntary Resignation - Relocation	<5
Voluntary Resignation - Work Life Balance	<5
Community Practitioner	29
End of Fixed Term Contract	<5
Flexi Retirement	7
Retirement Age	8
Voluntary Resignation - Other/Not Known	4
Voluntary Resignation - Relocation	5
Voluntary Resignation - Work Life Balance	<5

Enrolled Nurse	<5
Voluntary Resignation - Other/Not Known	<5
Midwife	28
Flexi Retirement	7
Has Not Worked	<5
Retirement - Ill Health	<5
Retirement Age	7
Voluntary Resignation - Health	<5
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Promotion	<5
Voluntary Resignation - Relocation	<5
Voluntary Resignation - Work Life Balance	5
Midwife - Consultant	<5
Retirement Age	<5
Nurse Consultant	<5
Flexi Retirement	<5
Nurse Manager	17
End of Fixed Term Contract	<5
Flexi Retirement	6
Retirement Age	6
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Relocation	<5
Practice Nurse	<5
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Relocation	<5
Specialist Nurse Practitioner	23
Death in Service	<5
Flexi Retirement	8
Retirement Age	6
Voluntary Resignation - Other/Not Known	<5
Voluntary Resignation - Promotion	<5
Voluntary Resignation - Work Life Balance	<5
Staff Nurse	213
Death in Service	<5
Dismissal - Conduct	<5
End of Fixed Term Contract	<5
End of Fixed Term Contract - Other	<5
Flexi Retirement	26
Has Not Worked	<5
Mutually Agreed Resignation - Local Scheme with Repayment	<5
Mutually Agreed Resignation - National Scheme with Repayment	<5
Retirement - Ill Health	<5
Retirement Age	46
Voluntary Early Retirement - no Actuarial Reduction	<5
Voluntary Resignation - Child Dependants	<5
Voluntary Resignation - Health	<5
Voluntary Resignation - Other/Not Known	74
Voluntary Resignation - Promotion	7
Voluntary Resignation - Relocation	27
Voluntary Resignation - To undertake further education or training	<5
Voluntary Resignation - Work Life Balance	11

3. The number of nurses that were signed off for more than 4 weeks with stress, stress related conditions or mental health conditions. Please provide a monthly breakdown of numbers if possible.

Please find below the information requested. Please note, the Health Board is unable to provide this data by month.

Nursing & Midwifery 2019	
	Count
Long Term	356
Nursing & Midwifery 2020	
	Count
Long Term	524
Nursing & Midwifery 2021	
	Count
Long Term	463

4. The number of doctors that were signed off for more than 4 weeks with stress, stress related conditions or mental health conditions. Please provide a monthly breakdown of numbers if possible.

Please find below the information requested. Please note, the Health Board is unable to provide this data by month.

Medical & Dental 2019	
	Count
Long Term	30
Medical & Dental 2020	
	Count
Long Term	27
Medical & Dental 2021	
	Count
Long Term	31