

## Freedom of Information request 178-22

### Request

I am looking for information regarding the number of nurses formerly employed by your Health Board. It is my understanding that this information is collected at the time of a staff member leaving your employment and, as such, can be FOI'd. I would be grateful if the questions below could be treated as two different FOIs.

In particular, can I request the following for the financial years 2017/18 to 2021/22:

1. The total number of registered nurses and midwives that have left the Health Board
2. A breakdown of the reasons for leaving the service, including those taking early retirement, choosing to go into agency nursing or other form of nursing care?

### Response

1. In the period 1 April 2017–31 March 2022 there were 438 registered nurses who left the Service.
2. Please find below the breakdown of reasons for leaving the service as held by NHS Borders:

	2017 /18	2018 /19	2019 /20	2020 /21	2021 /22
Retirement - Age	27	18	18	19	16
New Employment with NHS Scotland	16	16	16	19	30
Vol. Resignation - Other	10	12	17	19	14
End of FTC	<5	6	7	19	7
Other	6	7	8	5	16
Retirement Other	5	8	<5	12	11
Ill Health	<5	6	<5		<5
Dismissal Capability		<5	<5	<5	
New Employment with NHS outwith Scotland	<5	<5	<5		<5
Vol. Early Resignation Lateral Move	<5	<5	<5	<5	
Vol. Resignation - Promotion	<5		<5	<5	<5
V.E Retirement+Actuarial red.	<5	<5			<5
Death In Service	<5	<5			<5
Dismissal			<5		<5
(blank)		<5			
Non-occupational Illness				<5	
V.E Retirement - No act. reduction	<5				
Retainer Scheme Arrangement		<5			

Please note that as NHS Borders is such a small Board the number of nursing staff leaving is very small, and to provide further details of these could allow individuals to be identified and we would be in breach of the Data Protection Act 2018. We are therefore withholding all other data under Section 38(2)(ii) of the Freedom of Information (Scotland) Act 2002. This is also in accordance with the Code of Practice for Official Statistics any number that is less than five, actual numbers and potentially identifiable information is withheld to help maintain confidentiality due to potential risk of disclosure.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **178-22** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.