

**Freedom of Information Act 2000 – Request Reference FoI/24/263**

**Staff Absences**

**Information Requested:**

Can I please have data on sick days taken by employees within your organisation for the last 5 years. I'm aware you are unable to provide personal information so please just refer to each person as Person1, Person2 etc.

Please provide the information below in CSV file format in the following order of preference:

[Authority name],  
Calendar Year,  
Anonymised Person data,  
Department,  
Number of days off sick,  
Approx cost of sickness absence,  
Reason (if available)

Please could you provide the information in a CSV file format in this order:

[Authority name], Year, Person XX, Department, Number of Days off sick, Cost, Reason

If any fields are not available or you are not able to provide for whatever reason, please just leave the space between the comma blank.

**Response Details:**

Please see the attached Excel document.

However, after considering your request, Cardiff and Vale University Health Board (the UHB) believes that the data requested is classed as personal data as defined under the General Data Protection Regulation (GDPR) and Data Protection Act 2018. Complying with your request in its entirety would be contrary to the data protection principles and constitute unfair and unlawful processing with regard to Articles 5, 6, and 9 of the GDPR. We are therefore withholding certain detail under section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.