



This is a freedom of information request regarding sickness absence in your council workforce.

I am looking for information for 2024-25, 2023-24 and 2022-23, and have included tables (attached) which you can use if convenient. Please provide me with:

1. The total number of sickness days for each year.
2. The total number of long term sickness days for each year.
3. The average number of sickness days per full time equivalent employee for each year.
4. The total cost of sickness days for each year.
5. The total cost of long term sickness days for each year.
6. The number of employees on long term sickness at any point in each year.
7. A breakdown of sickness days by reason for each year. For example: mental ill-health, musculoskeletal system, respiratory system, etc. I understand that your council may categorise reasons differently, please use whichever ones your HR system collects.
8. A breakdown of sickness days by department for each year, for example: communications, legal, finance, planning, adult social care, etc. I understand that your council may be organised differently, please use whichever categories your HR system uses. Please provide me with the percentage of employees on long term sickness, the average number of sickness days per full time equivalent employee and the percentage of working days lost due to mental health sickness days.

[Please see attached tables](#)

	2024-25	2023-24	2022-23
1. Total number of sickness days	66,571.62 days lost	65,445.5 days lost	64,277 days lost
2. Total number of long term sickness days	36,787.26 FTE days lost	37,941.68 FTE days lost	36,739.89 FTE days lost
3. Average number of sickness days per full time equivalent employee	12.32	12.4	12.20
4. Total cost of sickness days	£7,366,751	£6,002,644	£6,006,454
5. Total cost of long term sickness days	£4,940,925	£4,256,312	£4,315,099
6. Number of employees on long term sickness at any point in the year	1001	845	897

7. A breakdown of sickness days by reason for each year. For example: mental ill-health, musculoskeletal system, respiratory system, etc. I understand that your council may categorise reasons differently, please use whichever ones your HR system collects.

	Number of sickness days		
	2024-25	2023-24	2022-23
Anxiety/Stress/Depression/Other Psychiatric Illness	17034.04	17804.5	17174
Anxiety/Stress/Depression/Other Psychiatric Illness -Work Related	3296	3808	3813
Asthma/Hay Fever	84	366.5	559
Benign and Malignant Tumours / Cancers	3184.50	2021	2396
Blood Disorder (e.g. Anaemia)	178	219	585
Burns/Poisoning/Frostbite/Hypothermia	21	43	101
Chest & Respiratory (Exclude Nose and Throat Problems)	3023.49	2726	2508
Cold/Flu/Viral Infection	6160.72	4316.5	4404.5
Covid-19 (diagnosed)	784.50	1684	4780
Covid-19 (self-diagnosis)	0	0	349
Dental and Oral Problems	168.81	329	238
Ear/Nose/Throat	1515.71	676.5	879
Endocrine/Glandular Problems (e.g. Diabetes/Thyroid/Metabolic Problems)	681.50	669	305
Eye Problems	445	795.5	732
Gastrointestinal Problems (e.g. Abdominal Pain/ Gastroenteritis/ Vomiting/Diarr)	5531.92	5330	3864.5
Genito-urinary & Gynaecological Disorder	1121.50	1181	1113.5
Headache/Migraine	1093.75	741	788.5
Heart/Cardiac and Circulatory Problems	3011.22	2162.5	1563
Infectious Diseases	74.50	143	148
Injury /Fracture at Work	765.50	1063.5	564.5
Injury/Fracture	3324.50	3580	3397
Long Covid	16.54	116	200
Menopause	284	217	10
Musculoskeletal Problems	5856.50	6030.5	6575
Nervous System Disorder (Exclude Headache/Migraine)	1543	1668.5	1165
Pregnancy Related Disorders	876.90	996	862.5
Reason No longer to in use - ceased 12/07/2022 Covid-19 (self-diagnosis)	7	11	70
Skin Disorders	483	584	454
Substance Abuse Including Alcoholism and Drug Dependence	35	0	117
Surgery/Operation	5866.5	6034.5	4365
Swine Flu	3	0	0
Third Party Accident	188	128.5	196

8. A breakdown of sickness days by department for each year, for example: communications, legal, finance, planning, adult social care, etc. I understand that your council may be organised differently, please use whichever categories your HR system uses. Please provide me with the percentage of employees on long term sickness, the average number of sickness days per full time equivalent employee and the percentage of working days lost due to mental health sickness days.

Department	<b>2024-25</b>		
	Percentage of employees on long term sickness	Average number of sickness days per full time equivalent employee	Percentage of working days lost due to mental health sickness days
Adult Social Care and Health	27.58%	13.83	1.77%
Children and Families	21.11%	12.01	1.83%
Place (Economy)	18.58%	10.19	1.40%
Environment	26.02%	16.65	1.58%
Customer	16.97%	9.50	1.21%
Strategy and Innovation (Digital Leisure and Wellbeing)	12.72%	8.20	0.69%
Resources and Contracts	9.34%	5.57	0.47%

Department	<b>2023-24</b>		
	Percentage of employees on long term sickness	Average number of sickness days per full time equivalent employee	Percentage of working days lost due to mental health sickness days
Adult Social Care and Health	21.48%	14.10	1.93%
Children and Families	21.49%	13.58	2.69%
Place (Economy)	13.02%	8.76	0.89%
Environment	22.83%	16.36	1.72%
Customer	12.82%	9.23	1.23%
Strategy and Innovation (Digital Leisure and Wellbeing)	11.84%	7.82	1.01%
Resources and Contracts	4.06%	4.51	0.29%

Department	<b>2022-23</b>		
	Percentage of employees on long term sickness	Average number of sickness days per full time equivalent employee	Percentage of working days lost due to mental health sickness days
Adult Social Care and Health	25.10%	14.89	2.13%
Children and Families	22.21%	12.55	2.28%
Economy	3.74%	2.47	0.27%
Environment	21.46%	15.08	1.36%
Customer	20.39%	12.22	1.77%
Digital Leisure and Wellbeing	7.57%	5.86	0.83%
Resources and Contracts	12.83%	9.11	0.62%