

**FOI Request - Council Workforce Sickness Absence - 101003839415**

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.

Reason	Number of sickness days		
	2024-25	2023-24	2022-23
Depression/Stress/Anxiety	26895	23761	29582
Operation/Post Operation	8065	7157	5833
Joint Pain/Injury	7488	7232	9525
Back Pain/Injury	4801	4484	6415
Cancer	4430	3449	5613
Stomach Upset/Sick/Diarrhoea	3905	4452	4245
Chest Infection/Bronchitis	2994	434	3128
Broken Bones	2852	4410	5568
Bereavement	2668	1905	2447
Major Ailments	2589	2364	3960
Cold	2108	2456	2515
Flu	2079	1571	1279
Dizziness/Fatigue	2033	2195	1816
Abdominal Pain	1687	781	1674
Ear/Nose/Throat	1673	1765	1617
Minor Ailments	1604	1352	1671
Heart Attack/Heart Problems	1544	1588	1585
Headache/Migrane	1441	1324	1824
Arthritis/Rheumatism	1268	616	351
Viral Infection	1219	861	999
Covid-19	1055	2976	4569
Kidney/Rectal/Urinary	938	845	1164
Eye Problems	919	831	645
Sprain/Strain/Pulled Muscles	836	1125	1197
Stroke	785	1014	1742
Maternity Related Illness	775	847	510
Personal/Family Related	612	827	827

Personal/family related	2012	2017	2017
IBS/Crohns/Collitis	505	346	548
Head Injury/Concussion	433	726	493
Blood Pressure High/Low	337	237	182
Chest Pain/Angina	318	424	592
Gynaecological	266	756	539
Multiple Sclerosis	243	40	221
ME/Chronic Fatigue Syndrome	229	5	17
Hospital Appointment	170	196	68
Dental	168	232	195
Chickenpox/Shingles/Rashes	127	134	167
Allergy/Allergic Reaction	105	87	182
Long Covid	79	1251	4846
Asthma	66	167	556
Diabetic	60	65	543
Road Traffic Accident	47	82	64
Cellulitis	46	271	609
Thyroid	26	127	237
Gout	22	13	17
Epilepsy	21	0	194

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	2024-25		
	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 Services	8.93%	29.89	10.60%
Children Services	22.58%	25.14	11.86%
Economic Growth & Development	14%	16.18	53.90%
Education	10.12%	28.10	0.60%

Education	10.42%	28.49	31.09%
Education Resources & Communities	27.74%	13.3	23.46%
Environmental & Commercial Services	8.04%	34.94	19.72%
Finance	20.61%	15.43	13.83%
Governance, Strategy & Performance	19.63%	11.29	35.94%
Housing & Property Services	12.63%	16.65	27.98%
HR, ICT & Organisational Development	28.82%	8.43	41.32%

Department	2023-24		
	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 Services	7.58%	34.23	18.32%
Children Services	8.80%	23.73	16.69%
Economic Growth & Development	18.75%	13.07	56.52%
Education	14.46%	22.94	26.59%
Education Resources & Communities	19.60%	19.24	32.37%
Environmental & Commercial Services	8.32%	32.89	45.80%
Finance	10.42%	20.61	31.64%

Governance, Strategy & Performance	19.60%	14.14	57.96%
Housing & Property Services	15.07%	16.25	37.41%
HR, ICT & Organisational Development	15.52%	16.79	22.24%

Department	2022-23		
	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 Services	11.92%	33.7	7.79%
Children Services	7.76%	19.73	23.93%
Economic Growth & Development	36.65%	7.79	30.92%
Education	19.47%	16.9	11.83%
Education Resources & Communities	17.27%	12.33	13.86%
Environmental & Commercial Services	10.91%	26.4	13.12%
Finance	16.46%	20.64	12.30%
Governance, Strategy & Performance	14.95%	21.01	27.49%
Housing & Property Services	10.98%	22.42	17.15%
HR, ICT & Organisational Development	12.98%	16.94	13.31%