

FOI Reference: 3797597

Thank you for your freedom of information request in relation to sickness absence during the last 3 years at Rushcliffe Borough Council.

Please note that we have not been able to provide the cost of sickness – for most employees, there is no additional cost when an employee is off sick as no replacement is sought. For frontline employees (e.g. refuse collection, grounds maintenance, street cleansing) agency staff may be used, but we do not separate agency spend into reason e.g. sick cover, holiday cover, vacancy etc.

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.

	2024-25	2023-24	2022-23
Total number of sickness days	2723	3029	2268
Total number of long term sickness days	1569	2018	1100
Average number of sickness days per full time equivalent employee	8.56	9.56	7.29
Total cost of sickness days	-	-	-
Total cost of long term sickness days	-	-	-
Number of employees on long term sickness at any point in the year	32	33	24

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.

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Reason	Number of sickness days		
	2024-25	2023-24	2022-23
Allergy	0	0	5
Arthritis / rheumatism	0	163	46
Back problem	157	226	189
Cancer	13	106	2
Cold / flu	289	206	217
Covid-19	62	59	359
Dental	8	9	16
Diabetes	0	5	0
Digestive problem	149	107	152
Dizziness / vertigo	77	52	28
Ear problem	14	29	31
Eye problem	156	8	47
Fatigue	7	12	13
Fractured bone	31	70	0
Genital / gynae	26	0	12
Headache / migraine	26	207	41
Heart / circulation	55	3	45
Injury at work	141	186	17
Injury not at work	239	170	402
Mental health	390	495	224
Muscle strain	104	150	123
Operation	419	403	0
Other	201	198	16
Pregnancy related	30	5	3
Renal / urinary	43	13	3
Respiratory	23	64	41
Skin complaint	2	8	68
Viral infection	61	75	168

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
Economic Growth	57.85%	6.97	16.14%
Planning	33.67%	3.38	33.67%
Corporate Services	56.03%	8.55	2.13%
Finance	59.9%	6.73	33.33%
Neighbourhoods	62.77%	13.07	13.55%
Public Protection	0%	2.26	0%
HR & Legal	0%	1.92	0%

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
Economic Growth	69.23%	5.69	4.40%
Planning	37.88%	2.20	18.18%
Corporate Services	58.50%	8.91	0%
Finance	24.54%	6.55	15.28%
Neighbourhoods	74.13%	15.80	20.57%
Public Protection	43.36%	2.83	0%
HR & Legal	0%	0.62	0%

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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
Economic Growth	0%	0.93	0%
Planning	43.04%	5.45	28.48%
Corporate Services	33.73%	5.12	16.57%
Finance	0%	3.09	2.02%
Neighbourhoods	57.52%	12.22	8.00%
Public Protection	14.18%	3.44	11.94%
HR & Legal	0%	1.38	0%`1`