

56895 Council Workforce Sickness Absence

	2024-25	2023-24	2022-23
The total number of sickness days for each year.	225,517	228,352	223,978
The total number of long-term sickness days for each year.	139,773	146,870	139,199
The average number of sickness days per full-time equivalent employee for each year.	14.55 days	14.92 days	14.93 days
The total cost of sickness days for each year.*	£32.22M*	£32.62M*	£31.99M*
The total cost of long-term sickness days for each year.*	£19.97M*	£20.98M*	£19.88M*
The number of employees on long-term sickness at any point in each year.**	586 FTE**	491 FTE**	450 FTE**

Notes:

*These are notional figures.

** Data is provided at the end of March, per reporting year

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.

Please refer to the table and notes below.

Reason	2022-23	2023-24	2024-25
Asthma, Bronchitis and/or Respiratory Conditions	6,451	7,847	8,356
Blood Conditions	1,810	2,306	1,696
Cancer and/or Malignant Diseases	7,558	9,284	9,142
Cold, Flu and/or Infectious Diseases	24,763	25,041	30,742
Covid-19	14,905	8,502	2,871

Debility and/or Fatigue	5,706	3,662	4,319
Diabetes, Thyroid and/or Glandular Conditions	1,308	1,509	1,739
Ear Nose and/or Throat, Dental Conditions and Allergies	4,766	5,283	4,930
Ear Nose and/or Throat, Dental Conditions and Allergies (Industrial Injury*)	0	0	24
Eye and/or Ophthalmic Conditions	1,344	1,586	1,631
Eye and/or Ophthalmic Conditions (Industrial Injury*)	1-5	8	1-5
Family Care	11	0	1-5
Genito-Urinary Conditions	2,150	2,144	2,205
Gynaecological and/or Obstetric Conditions	3,667	4,230	4,055
Headache and/or Migraine Conditions	4,341	4,826	4,300
Headache and/or Migraine Conditions (Industrial Injury*)	63	90	12
Heart and/or Cardiovascular Conditions	4,986	5,015	4,806
Neurological Conditions	5,526	6,363	6,652
Pregnancy Related Illness	2,328	2,342	2,485
Road Traffic Accident	743	302	497
Skin and/or Dermatological Conditions	3,104	3,332	2,977
Skin and/or Dermatological Conditions (Industrial Injury*)	1-5	1-5	15
Sprain, Strain, Musculo-Skeletal and/or Broken Bones	42,818	44,402	42,628
Sprain, Strain, Musculo-Skeletal and/or Broken Bones (Industrial Injury*)	1,657	1,325	630
Stomach, Bowel, Gastric and/or Intestinal Conditions	19,437	19,831	23,835
Stress, Depression, Anxiety and/or Psychological Conditions	56,451	60,362	56,092
Substance Abuse - Including Alcoholism and/or Drug Dependence	1,491	1,121	844
Work-Related Stress	6,299	7,574	8,029

**Note - Industrial injury categories merged into broader categories from October 2024 when we moved to the new HR/Payroll system.*

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 refer to the tables below.

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
Children, Education and Justice Services	3.1%	11.86 days	28.3%
Chief Executive – new structure, 2025	0.7%	1.72 days	13.7%
Corporate Services	2.4%	9.11 days	38.5%
Edinburgh Health and Social Care Partnership	6.0%	19.08 days	32.0%
Place	4.5%	19.17 days	25.3%
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
Children, Education and Justice Services	2.3%	13.40 days	30.15%
Corporate Services	1.5%	8.14 days	26.40%

Edinburgh Health and Social Care Partnership	5.4%	18.98 days	34.97%
Place	4.3%	17.52 days	27.12%
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
Children, Education and Justice Services	2.0%	13.42 days	26.22%
Corporate Services	1.5%	8.07 days	35.31%
Edinburgh Health and Social Care Partnership	5.9%	19.80 days	35.39%
Place	5.1%	17.96 days	25.68%