

Southern Health & Social Care Trust

Response to FOI 3537 - Staff in Post and Sickness Absence Details during the last 3 years

Q1 - The number of staff employed by the trust

Headcount & WTE of SHSCT Staff as at 31 March 2024, 31 March 2025 and 30 November 2025

Notes for Q1 Response:

- Figures exclude Bank Staff and Staff on Career Break and Seconded Out of the Trust

- Headcount is a count of staff based on staff number i.e. staff with multiple posts are counted more than once in each post held.

Date - As at	Headcount	WTE
31/03/2024	13,311	10,742.22
31/03/2025	13,399	10,825.49
30/11/2025	13,511	10,912.89

Notes for Question 2 & 3 Responses:

- Figures exclude Bank Staff and Home Care Assistants

- % Sickness Absence in HSC NI is measured by calculating the % Hours Lost due to Sickness using the Scheduled Hours and Absence Hours during the reporting period. % Hours Lost will reflect the working time lost due to sickness absence in the organisation and is comparative across HSC Trusts as it is measured in the same way and takes account of the organisation's size and working time available and lost, therefore these figures have been provided in this response.

Q2 - The total number of days of sick leave taken by staff who took paternity leave in the preceding 12 months

% Hours Lost due to Sickness Absence during each year by staff who also took paternity leave during each year

Year	% of Hours Lost due to Sickness Absence by staff also absent due to Paternity Leave*
2023/24	0.01%
2024/25	0.03%
2025/26 (Apr - Nov 2025)	0.02%

**The calculation includes the Scheduled Hours for all staff in the SHSCT during each year, not only those absent due to Paternity Leave. However only Absence Hours due to Sickness for those staff who were also absent due to Paternity Leave during each year are included.*

Q3 - The total number of days of sick leave taken by all staff across the trust

% Hours Lost due to Sickness Absence during each year by SHSCT Staff

Year	% of Hours Lost due to Sickness Absence (All Staff)
2023/24	7.24%
2024/25	6.93%
2025/26 (Apr - Nov 2025)	6.96%