

## **Southern Health & Social Care Trust**

### **Information on SHSCT Sickness Absence during last 5 years for FOI Response**

FOI Request - Can I please have data on sick days taken by employees within your organisation for the last 5 years.

**HSC Response :**

**As per FOI Act 2000 and UK GDPR Data Protection Principles, we are unable to provide anonymised absence data down to employee level as disclosure would contravene Data Protection Principles.**

***In this report, we have provided % Hours Lost due to Sickness during the last 5 Years by Directorate and by Absence Category. HSC report on % Sickness Absence based on % Hours Lost which is a more accurate measurement of sickness absence, compared to sick days taken, as it takes account of the working time available as well as working time lost. Furthermore this data including breakdown requested i.e by cost / reason is readily available and comparable.***

**Notes:**

**- Figures exclude Bank Staff and Domiciliary Care Workers**

**'- % Sickness Absence is the % Hours Lost due to Sickness including COVID-19 Related Sickness Absences. Absences due to Self Isolation are not included. This is calculated using the Scheduled Hours and Absence Hours during the reporting period as calculated by HRPTS based on individual staffs working patterns.**

**- The Estimated Cumulative Total Absence Costs include the Occupational and Statutory Sick Pay costs and Employer National Insurance and Pension Contributions per employee extracted from HRPTS. During March 2020 - September 2022, for those staff absent due to COVID-19 related sickness absences, only their Employer National Insurance and Pension Contributions are included in these figures as they were recorded separately from Sick Leave during this period.**

**- Figures by Directorate outline the cumulative position based on the monthly reported figures during each year. Figures by Absence Category have been taken from cumulative reports ran at each year-end. Hence figures will differ slightly.**

**% Hours Lost and Estimated Total Absence Cost due to Sickness Absence by Directorate**

Directorate	2019/20		2020/21		2021/22		2022/23		2023/24	
	%	Estimated Absence Cost	%	Estimated Absence Cost	%	Estimated Absence Cost	%	Estimated Absence Cost	%	Estimated Absence Cost
Acute Services*	5.21%	£7,105,751	6.89%	£9,023,997	7.68%	£9,964,938				
Medicine & Unscheduled Care							6.68%	£3,404,034	5.93%	£3,844,266
Surgery & Clinical Services							7.50%	£5,922,791	7.02%	£6,598,151
Adult Community Services	5.63%	£3,165,005	7.81%	£4,083,237	7.83%	£4,110,840	8.21%	£4,943,990	7.34%	£5,035,710
Mental Health & Disability Services	6.45%	£3,449,769	7.68%	£3,935,022	8.44%	£4,264,901	8.93%	£5,311,227	8.47%	£5,347,776
Children & Young People's Services	5.16%	£3,019,219	5.58%	£3,322,715	6.40%	£3,649,777	7.05%	£4,488,734	6.42%	£4,421,653
Executive Directorate of N&M and AHP's	2.42%	£40,228	3.98%	£81,108	4.55%	£86,218	7.78%	£1,781,048	8.91%	£1,859,875
Finance, Procurement & Estates	4.36%	£401,986	5.47%	£491,757	6.44%	£584,198	6.20%	£460,935	5.24%	£500,146
Planning, Performance & Informatics	4.46%	£256,425	3.83%	£221,734	4.11%	£244,755	4.30%	£248,278	3.53%	£240,414
HR & Org. Development	3.43%	£150,091	4.25%	£208,901	4.90%	£319,485	4.41%	£284,794	5.05%	£320,192
Medical	2.14%	£38,518	1.94%	£38,383	2.65%	£61,789	5.96%	£121,455	6.23%	£146,205
Chief Executive's Office	0.85%	£5,437	0.29%	£2,312	0.49%	£2,704	0.71%	£5,146	3.15%	£28,314
<b>SHSCT Total</b>	<b>5.39%</b>	<b>£17,632,428</b>	<b>6.78%</b>	<b>£21,409,162</b>	<b>7.41%</b>	<b>£23,289,605</b>	<b>7.53%</b>	<b>£26,972,433</b>	<b>7.05%</b>	<b>£28,342,701</b>

\*Acute Services was split into two separate Directorates i.e. Medicine & Unscheduled Care and Surgery & Clinical Services and sickness absence figures were reported against the new Directorates from 2022/23 onwards.

**% Hours Lost by Absence Category**

<b>Absence Category</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>
Accident/Untoward Incident at Work	0.14%	0.13%	0.16%	0.17%	0.20%
Asthma, Chest & respiratory problems	0.28%	0.22%	0.25%	0.31%	0.29%
Back problems	0.31%	0.37%	0.43%	0.46%	0.33%
Blood disorders	0.02%	0.02%	0.02%	0.02%	0.05%
Burns, poisoning, frostbite, hypothermia	0.00%	0.00%	0.00%	0.00%	0.00%
COVID 19	0.05%	1.04%	1.55%	1.27%	0.57%
Dental and oral problems	0.01%	0.01%	0.02%	0.02%	0.02%
Ear, nose, throat (ENT)	0.16%	0.12%	0.16%	0.18%	0.16%
Endocrine / glandular problems	0.03%	0.03%	0.02%	0.03%	0.05%
Eye problems	0.05%	0.05%	0.04%	0.03%	0.04%
Gastrointestinal problems	0.33%	0.24%	0.35%	0.38%	0.40%
Genitourinary & gynaecological conditions	0.16%	0.13%	0.15%	0.22%	0.18%
Headache / migraine	0.07%	0.08%	0.07%	0.06%	0.07%
Heart, cardiac & circulatory problems	0.13%	0.20%	0.17%	0.20%	0.19%
Infectious diseases	0.04%	0.04%	0.04%	0.06%	0.05%
Influenza	0.09%	0.03%	0.07%	0.16%	0.19%
Injury, fracture	0.44%	0.44%	0.50%	0.48%	0.52%
Mental Health	1.83%	2.51%	2.22%	2.30%	2.42%
Miscellaneous	0.43%	0.36%	0.44%	0.39%	0.43%
Nervous system disorders	0.04%	0.05%	0.06%	0.05%	0.06%
Other musculoskeletal problems	0.21%	0.22%	0.22%	0.22%	0.25%
Pregnancy related	0.38%	0.46%	0.39%	0.38%	0.44%
Skin Conditions	0.03%	0.04%	0.05%	0.04%	0.04%
Substance abuse	0.01%	0.00%	0.01%	0.00%	0.01%
Tumours, cancers	0.18%	0.14%	0.20%	0.19%	0.19%
Viral Illness	0.07%	0.03%	0.08%	0.10%	0.10%