



Further to your information request FOI/EIR 25/26-251, please find your question and our response below.

Request:

- 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.
- 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.
- 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
Department 1			
Department 2			
Department 3			
Etc.			

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
Department 1			
Department 2			
Department 3			
Etc.			

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
Department 1			
Department 2			
Department 3			
Etc.			

Response:

1-7:

	2024-25	2023-24	2022-23
Total number of sickness days	1096.92	978.66	1028.82
Total number of long-term sickness days	160	79	141
Average number of sickness days per full time equivalent employee	6.56	5.93	6.39
Total cost of sickness days	147284.8	136023.38	179983.24
Total cost of long term sickness days	No split records held, see above	No split records held, see above	No split records held, see above
Number of employees on long term sickness at any point in the year	2	2	4

Reason	Number of sickness days		
	2024-25	2023-24	2022-23
Back and Neck Problems	35	41	5.5
Chest, Respiratory	105.5	157.5	191.26
Covid -19	45	102	187
Ear, Eye, Nose, Mouth/Dental, Sinusitis	14	62.5	37.5
Effects of Covid - 19 Vaccine		2	2
Genito-Urinary; Menstrual Problems	3.5		37.5
Heart, Blood Pressure, Circulation		40	58
Infections	138.03	63	41
Long covid			11.09
Menopausal symptoms	0.5		
Neurological: Headaches and Migraines	15.5	60.5	77.5
OTHER	21	160	98

Other Musculo-Skeletal Problems	52.5	118	63
Pregnancy related	12		
Stomach, liver, kidney, digestion	84.5	96.5	145
Stress, Depression, Anxiety, Mental Health and Fatigue	60	60.8	69.44

8. We are a small District Council with approximately 200 staff members. Most of our departments have a small number of staff (for example: Comms – 2 Officers, Legal – 4 Officers). To breakdown sickness by department could potentially be revealing personal information and this information is therefore refused under Section 40 – Personal Information.

In respect of those requests that are answered in full, partially or the total refused, please take this as notice under FOIA, that we:

- a) Consider the information as exempt from disclosure under the Act;
- b) Claim exempt under sections of the Act:

Section 40(1) – Personal Information (ABSOLUTE)

- c) State why the exemption applies:

(1) Any information to which a request for information relates is exempt information if it constitutes personal data of which the applicant is the data subject.

This concludes your request FOI/EIR 25/26-251.

If information has been refused, please treat this as a Refusal Notice for the purposes of the Act.

If you disagree with our decision or are otherwise unhappy with how we have dealt with your request in the first instance you may approach foi@eastcambs.gov.uk and request a review. A request for review must be made in no more than 40 working days from the date of this email.

Should you remain dissatisfied with the outcome you have a right under s50 of the Freedom of Information Act to appeal against the decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.