

Freedom of Information Request – 3848

Under the Freedom of Information Act 2000, I would like to request copies of the following:

1. **General sickness absence from 2020-2025:**
 - The total number of staff sickness absence days taken each year, broken down by year from 2020-2025.

<u>Year</u>	<u>Total ESR FTE Days Lost</u>
2020	54342.97
2021	60996.28
2022	76493.81
2023	73298.84
2024	81274.36
2025	57785.63

2. **Categorisation of sickness absence:**
 - Does your organisation code sickness absences by specific category or reason (e.g. 'mental health', 'burnout', 'flu', 'musculoskeletal issues')?

Yes, as per nationally defined categories contained within ESR
 - If yes, please provide the breakdown for each recorded sickness category for each year in the five-year period (2020-2025).

Please find attached.
 - If such categorisations have changed over time, please indicate when changes to categories or coding were implemented.

No changes
3. **Locum and agency staff usage from 2020-2025:**
 - The total number of locum or agency staff engaged in each year of the five-year period (2020-2025).
Information not held.

If records permit, please detail the total expenditure on locum or agency staff for each year.

*Financial Year 2021-22: £6,590,317
Financial Year 2022-23: £9,207,793
Financial Year 2023-24: £9,795,264
Financial Year 2024-25: £10,503,802*

- **If possible, please indicate whether the use of locum/agency staff was linked to covering staff sickness absences.**

4.43% of all agency use linked to sickness absence 2020 - 2025