



Ref: FOI / 5958

16th September 2025

Freedom of Information Act 2000 Request - Council Workforce Sickness Absence 2022-2025

I refer to your FOI request and respond as follows:

This is a freedom of information request regarding sickness absence in your council workforce. I am looking for information for 2024-25, 2023-24 and 2022-23, and have included tables which you can use if convenient. Please provide me with:

- 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.**

	2024-25	2023-24	2022-23
Total number of sickness days	15,583	16,699	15,107
Total number of long-term sickness days	13,694	12,694	12,900
Average number of sickness days per full time equivalent employee	17.8	18.7	16.5
Total cost of sickness days	*	*	*
Total cost of long-term sickness days	*	*	*
Number of employees on long term sickness at any point in the year	209	206	188

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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.

Reason	Number of sickness days		
	2024-25	2023-24	2022-23
Back & Neck Problems	1,831	1,594	1,403
Chest & Respiratory	673	1,215	1,795
Eye, Ear, Nose, Mouth	228	141	248
Genito-Urinary	257	195	56
Heart, Blood pressure	790	517	1,081
Infection, colds & flu	905	1,217	1,098
Neuro-headaches, migrane	350	328	247
Other Musculoskeletal	2,849	2,647	2,334
Pregnancy	299	144	29
Stomach, Liver, Kidney	1,248	1,212	1,029
Stress, Depression, Anxiety	5,615	6,146	4,622
Other	538	1,343	1,165

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 Strategic Support	21%	14.5	73%
Department 2 Environment and Regeneration	28%	22.5	36%
Department 3 Business and Culture	16%	11.5	31%
Department 4 Health and Communities	14%	11.3	35%

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 Strategic Support	11%	15.3	42%
Department 2 Environment and Regeneration	22%	18	37%
Department 3 Business and Culture	15%	15.2	31%
Department 4 Health and Communities	20%	16.4	42%

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 Strategic Support	20%	14.7	54%
Department 2 Environment and Regeneration	22%	19	55%
Department 3 Business and Culture	13%	10	39%
Department 4 Health and Communities	18%	14	30%

If you are dissatisfied with our response, you have rights of review and appeal; these rights consist of two review processes.

Firstly, our internal review procedure is available by contacting:

John Kelpie
 Chief Executive
 Derry City and Strabane District Council
 98 Strand Road
 Derry BT48 7NN
 Tel: 028 71253253 or email: john.kelpie@derrystrabane.com

Secondly, you can appeal directly by contacting the Information Commissioner at:

Information Commissioner
 Wycliffe House
 Water Lane

Wilmslow
CHESHIRE SK9 5AF
Tel: 0303 123 1113 (local rate) or email: caserwork@ico.org.uk

I would however advise that the Information Commissioner has indicated that a review will not be undertaken unless the Council has first had an opportunity to re-consider its decision.

Yours sincerely

Paula Donnelly
Head of Human Resources