Approximately 1 in 11 NICS staff had a spell of sickness absence due to a mental health illness.

The proportion of all working days lost that were due to a mental health illness. When looking at long-term absences, 45% of working days lost can be attributed to these absences.

An estimated £33.8 million in lost production was due to sickness absence, equivalent to around 4.0% of the total NICS paybill.

The average number of days lost to sickness absence. An increase on the previous year’s figure of 12.5 days. This equates to 6.0% of available working days.

Around 1 in 9 (11.0%) of males had at least one period of long-term sickness absence while 15.5% of females did. The average duration for females was shorter (59.5 days) compared with males who averaged 65.4 days.

Almost 1 in 5 staff had an absence due to ‘Cold, Cough or Flu’ during 2017/2018. December 2017 to February 2018 saw a spike in these absences that was markedly higher than in previous years.

On average, females lost approximately 1.5 times as many sick days as their male colleagues. With pregnancy related disorders excluded, the average number of days lost for females was 14.3 days.

1 Mental health illnesses refer to any absence recorded as ‘Anxiety/Stress/Depression/Other Psychiatric Illnesses’.