

National Fire and Rescue Service Sickness Absence Report



April 2021 — March 2022

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Data Quality Statement:

The data provided by each service has not been validated. It has been assumed that the figures provided by the participating Fire and Rescue Services have been validated using their quality assurance processes and calculated in accordance with the definitions provided

Services that provided data:

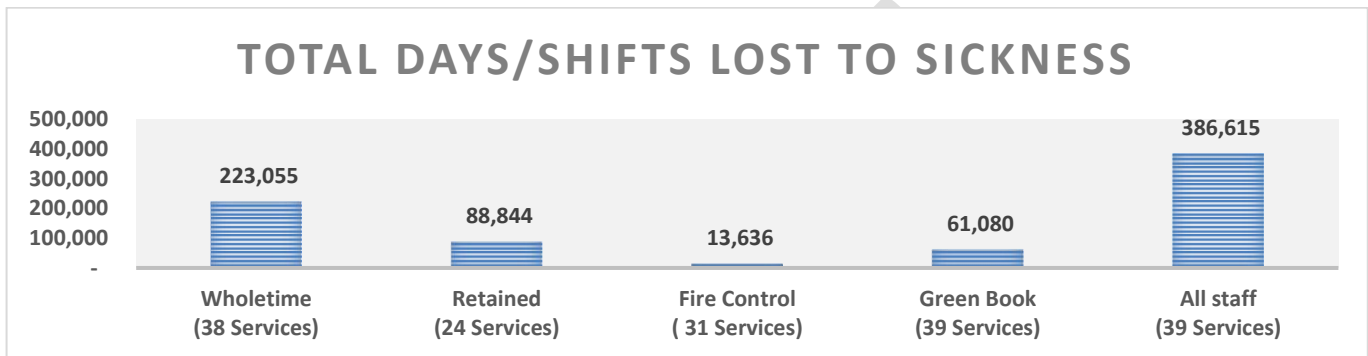
- Avon FRS
- Bedfordshire FRS
- Buckinghamshire FRS
- Cambridgeshire FRS
- Cheshire FRS
- Cleveland Fire Brigade
- Cornwall FRS
- Cumbria FRS
- Derbyshire FRS
- Devon & Somerset FRS
- Dorset & Wiltshire FRS
- Durham & Darlington FRS
- East Sussex FRS
- Essex FRS
- Greater Manchester FRS
- Hereford & Worcester FRS
- Hertfordshire FRS
- Humberside FRS
- Lancashire FRS
- Leicestershire FRS
- London Fire Brigade
- Merseyside FRS
- North West Fire Control
- North Yorkshire FRS
- Northamptonshire FRS
- Northern Ireland
- Northumberland FRS
- Nottinghamshire FRS
- Oxfordshire FRS
- Royal Berkshire FRS
- Shropshire FRS
- South Wales FRS
- Staffordshire FRS
- Surrey FRS
- Tyne & Wear FRS
- Warwickshire FRS
- West Sussex FRS
- West Yorkshire FRS

Note: *Some Brigades have only provided part of the data – this must be borne in mind when using the information provided in the report for comparator purposes.*

Sickness Absence – National Total Data

Please note owing to recording mechanisms and sickness absence policies within the various FRS' Covid 19 Sickness for some FRS' has not been included. This must therefore be borne in mind when comparing sickness levels.

The graph below shows the total days/shifts lost to sickness nationally (only for those services which provided data) for the period April 2021– March 2022. In 2020/21, 39 Fire and Rescue Services provided either all or part of the data requested. The number of participating FRS for the same period in 2021/22 has decreased to 38 (Including North West Fire Control).



Thirty eight FRS' (including North West Fire Control) submitted data for the period April 2021 – March 2022.

During this period, from the Fire Services who submitted data, there have been 386,615 shifts lost to sickness absence arising from 37,979 separate occurrences for all staff groups equating to **11.27** shifts per member of staff.

There are 3 main causes of sickness absence for all staff groups; Musculo-Skeletal (121,030 shifts) accounting for 31% of all sickness absence followed by Mental Health (86,335 shifts) which accounts for 22% of sickness absence and Virus/Infectious Diseases (60,695 shifts) accounting for 16% of sickness absence.

The following sections analyse sickness absence into the 4 main categories of employees within the Fire and Rescue Services; Wholetime, Retained, Fire Control and Green Book.

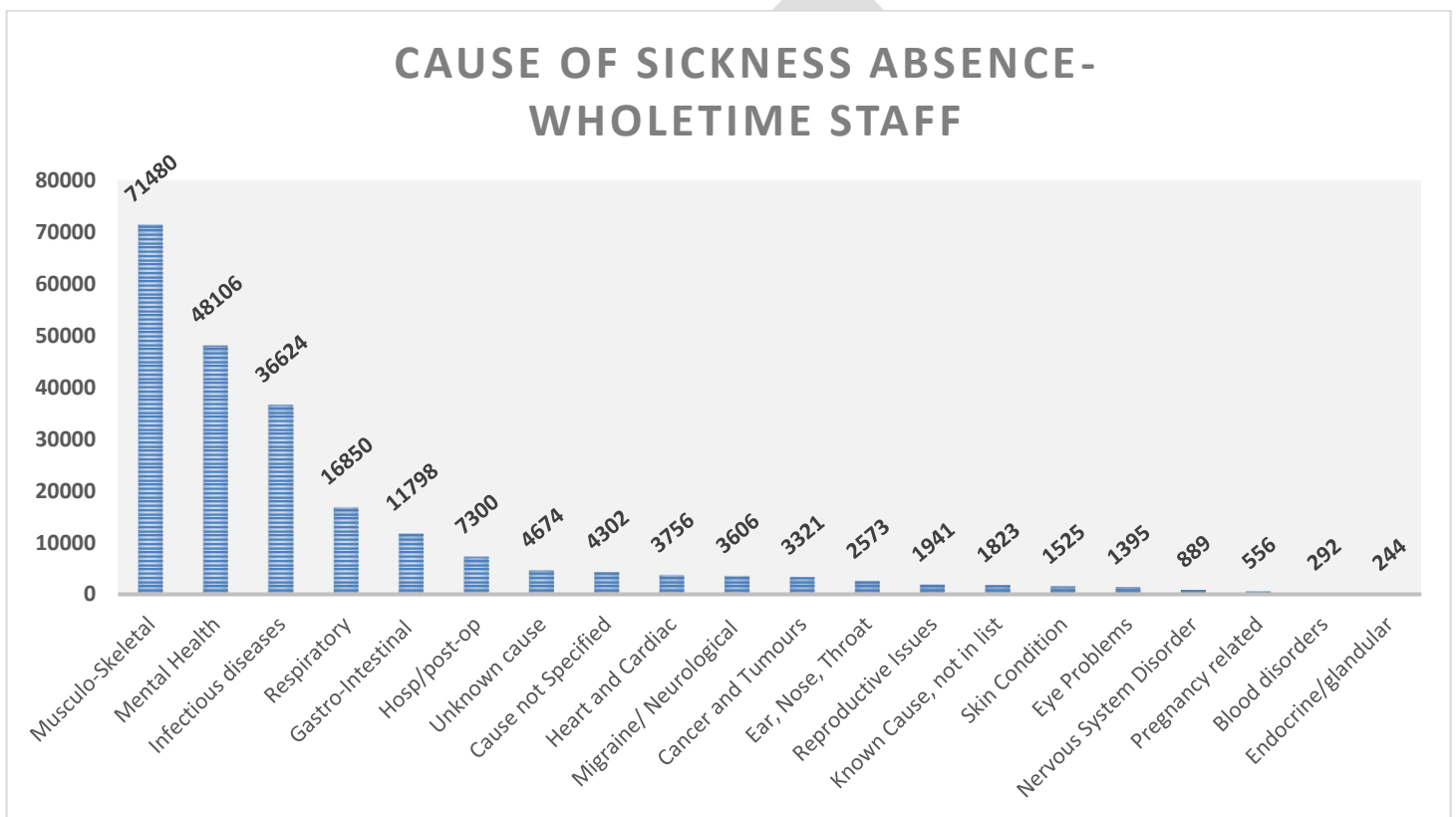
Sickness Absence – National Total Data Wholetime

Causes of Sickness Absence - Wholetime Staff

(37 of 37 Services submitted data)

The graph below shows all causes of sickness absence and the number of days/shifts lost to each cause in ranked order from highest to lowest.

Data Health Warning: Of the 37 responses received for Wholetime sickness data, 23 FRS' (62% of all Wholetime returns) indicated that they include COVID 19 sickness absence data in the main causal breakdowns provided. Owing to individual recording mechanisms within the various FRS', 14 FRS's currently do not include this data/did not indicate whether it is included therefore when comparing sickness levels, it must be noted that not all returns include COVID 19 data.

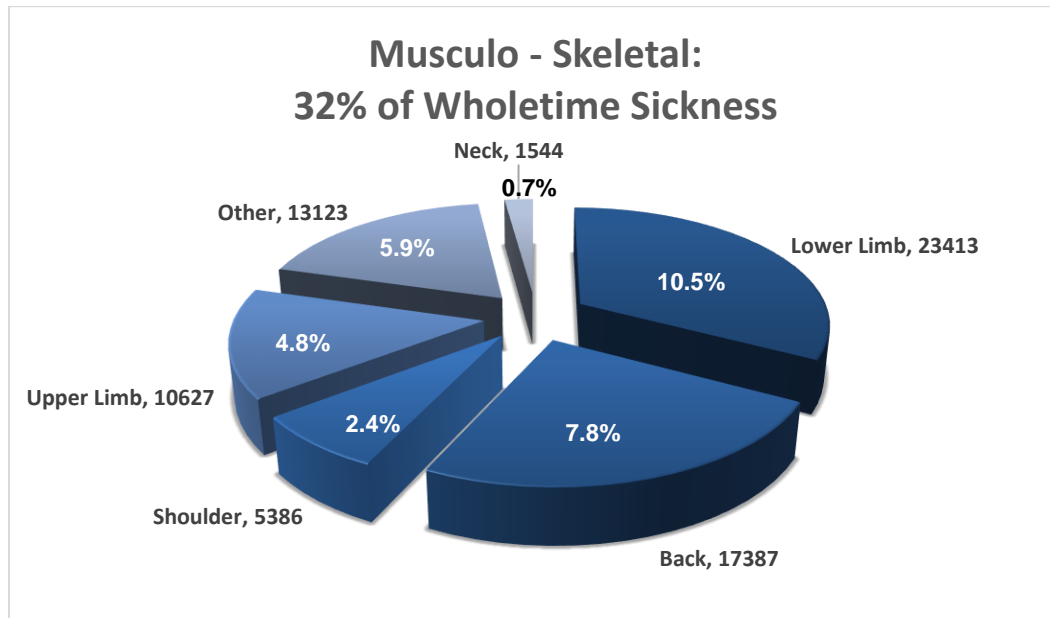


A total of 223,055 days/shifts were lost to sickness absence during the financial year 2021/22 with the top three causes of sickness for Wholetime staff identified to be Musculo Skeletal, Mental Health and Infectious Diseases. These three causes accounted for 70% (156,210) of all sickness absence for Wholetime staff nationally.

During the same reporting period 2020/21, Wholetime sickness recorded 160,166 shifts lost due to sickness absence therefore showing that during the current financial year 2021/22, there has been a 39% increase in Wholetime sickness absence nationally.

Sickness Absence – National Total Data Wholetime

Musculo-Skeletal, Mental Health and Respiratory causes have a number of sub categories, with a breakdown of these categories provided in the following graphs:

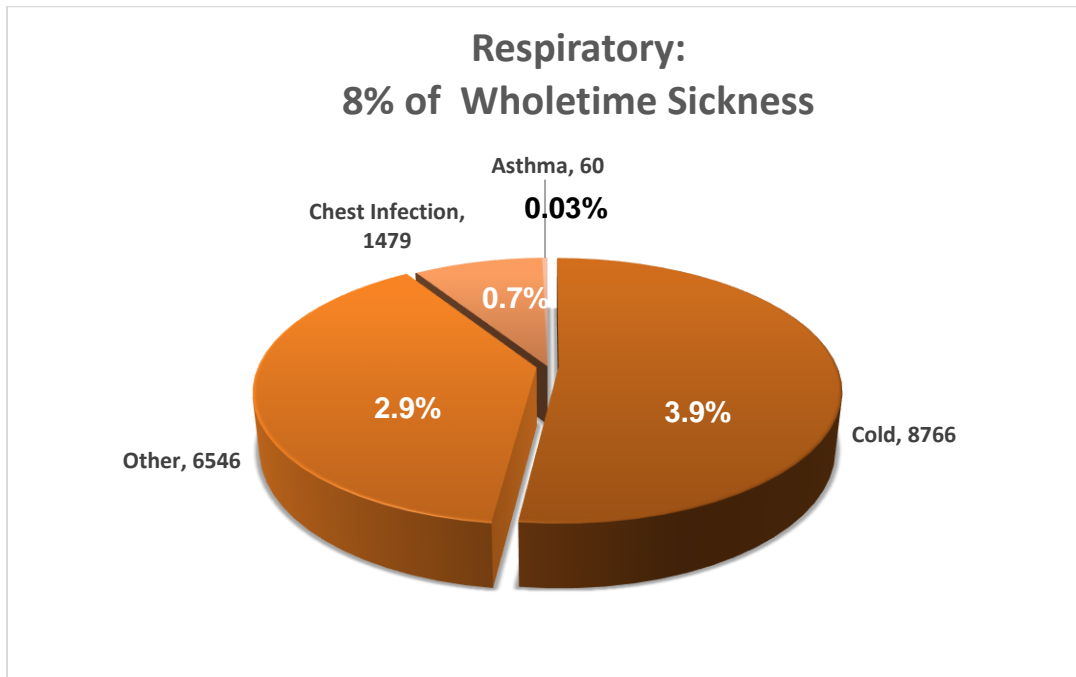


Musculo-Skeletal related absence accounts for 32% (71,480 shifts lost) of the total absence for Wholetime staff. Lower Limb is recorded as the highest, with 10.5% (23,413 shifts lost) followed by Back issues with 7.8% (17,387 shifts lost). For the same period in the previous year, Musculo-Skeletal accounted for 37% (55,398) shifts lost.



Mental Health reasons for sickness absence accounted for 22% (48,106 shifts lost) for Wholetime personnel absence and is the second highest reason for absence after Musculo-Skeletal. For the same period in the previous year, Mental Health accounted for 27% (40,383 shifts) of sickness absence.

Sickness Absence – National Total Data Wholetime



Respiratory reasons for sickness in wholetime staff accounts for 8% (16,850 shifts), which is the fourth highest cause of all Wholetime sickness during the reporting period. The common cold accounts for the highest absence within the Respiratory group with 8,766 shifts lost. During the previous financial year of 2020/21, Respiratory reasons for sickness accounted for 4% with 5,580 day/shifts lost.

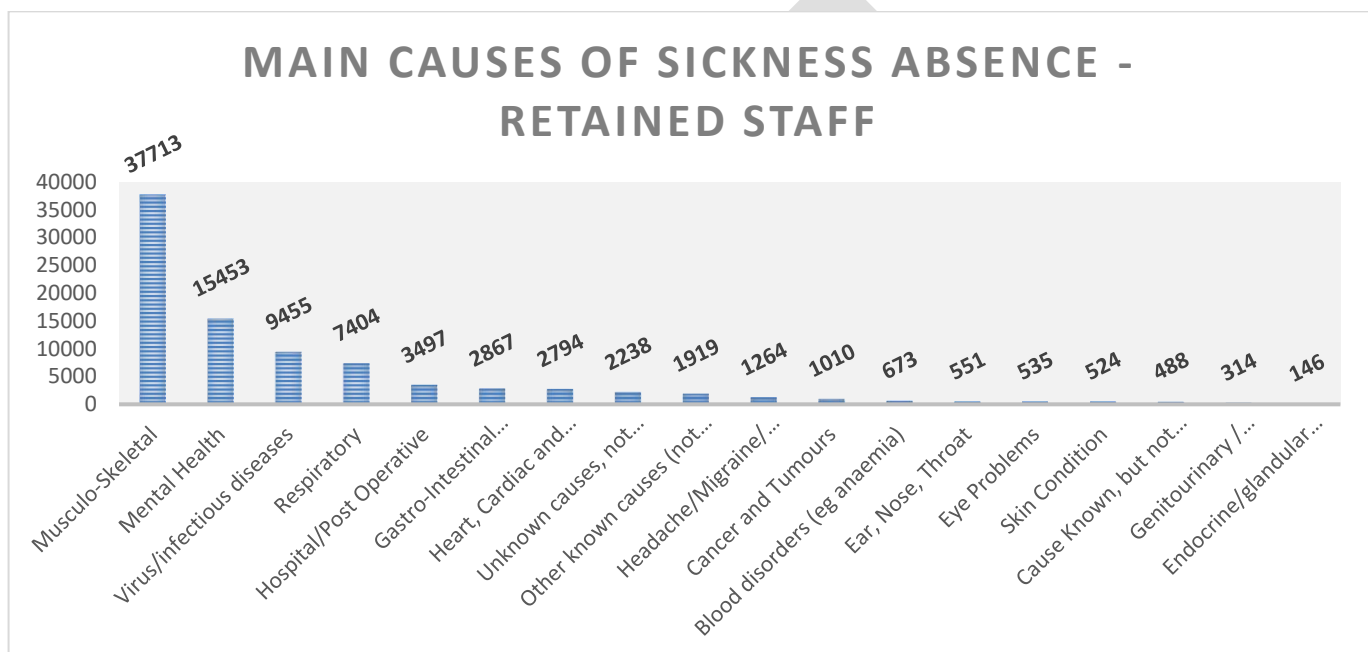
Sickness Absence – National Total Data Retained

Causes of Sickness Absence - Retained Staff

(23 of 26 Services submitted data)

The graph below shows all causes of sickness absence recorded for Retained Staff and the number of days/shifts lost to each cause ranked in order from highest to lowest.

Data Health Warning: Of the 23 responses received for Retained sickness data, 18 FRS' (78% of all Retained returns) indicated that they include COVID 19 sickness absence data in the main causal breakdowns provided. Owing to individual recording mechanisms within the various FRS', 5 FRS's currently do not include this data/did not indicate whether it is included therefore when comparing sickness levels, it must be noted that not all returns include COVID 19 data.

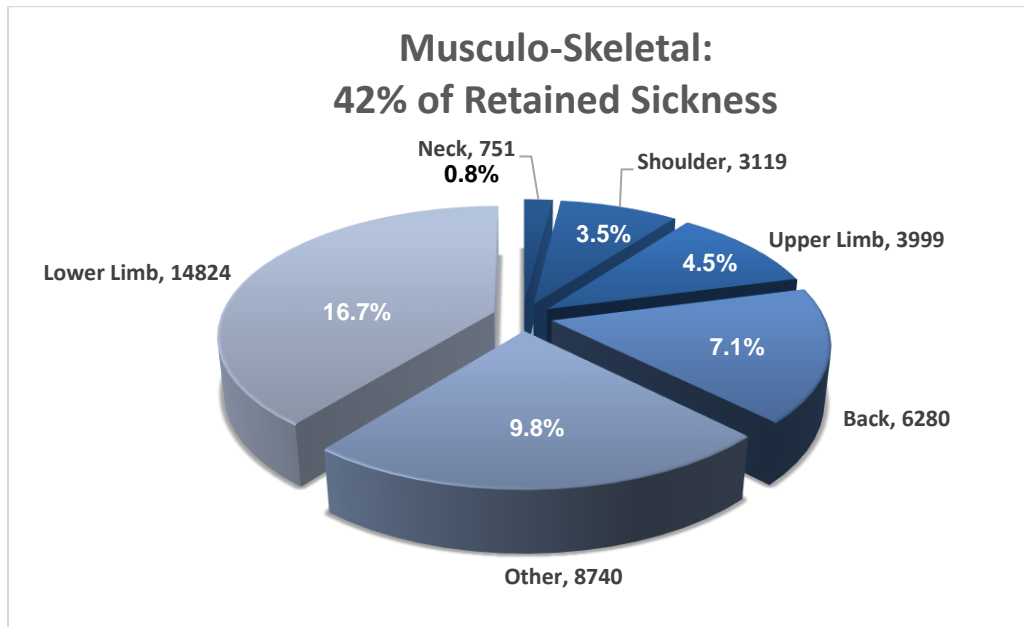


A total of 88,844 days/shifts were lost to sickness absence during the financial year 2021/22 with the top three causes of sickness for Retained staff identified to be Musculo Skeletal, Mental Health and Infectious Diseases. These three causes accounted for 70% (62,622) of all sickness absence for Retained staff nationally.

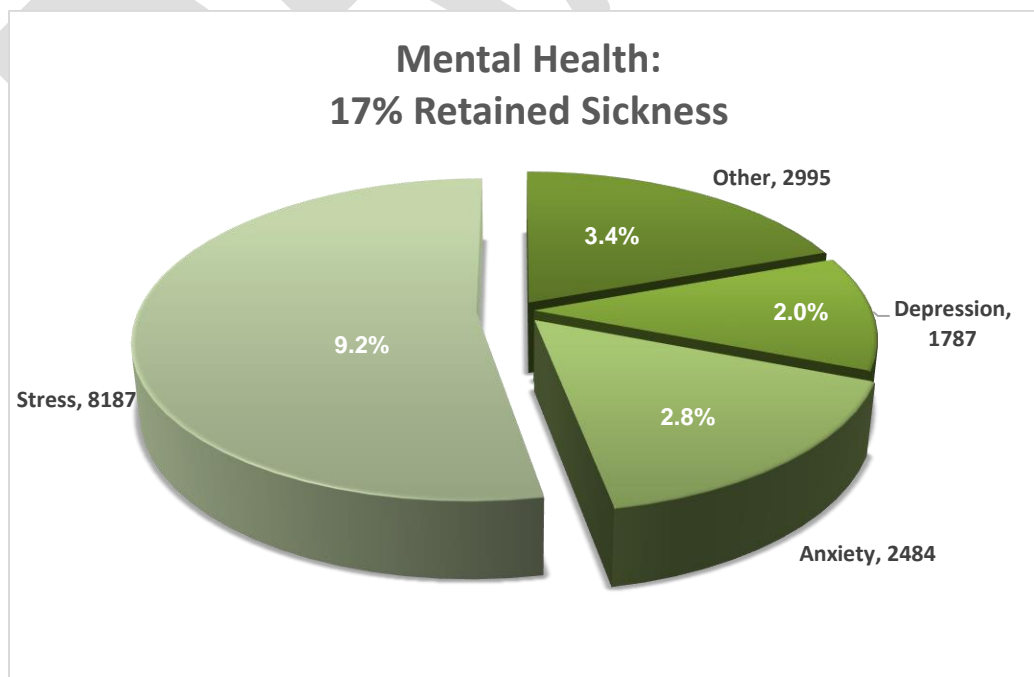
During the same reporting period 2020/21, Retained sickness recorded 64,679 shifts lost due to sickness absence, therefore showing that during the current financial year 2021/22 there has been a 37% increase in Retained sickness absence nationally.

Sickness Absence – National Total Data Retained

Musculo-Skeletal, Mental Health and Respiratory causes have a number of sub categories, with a breakdown of these categories provided in the following graphs:

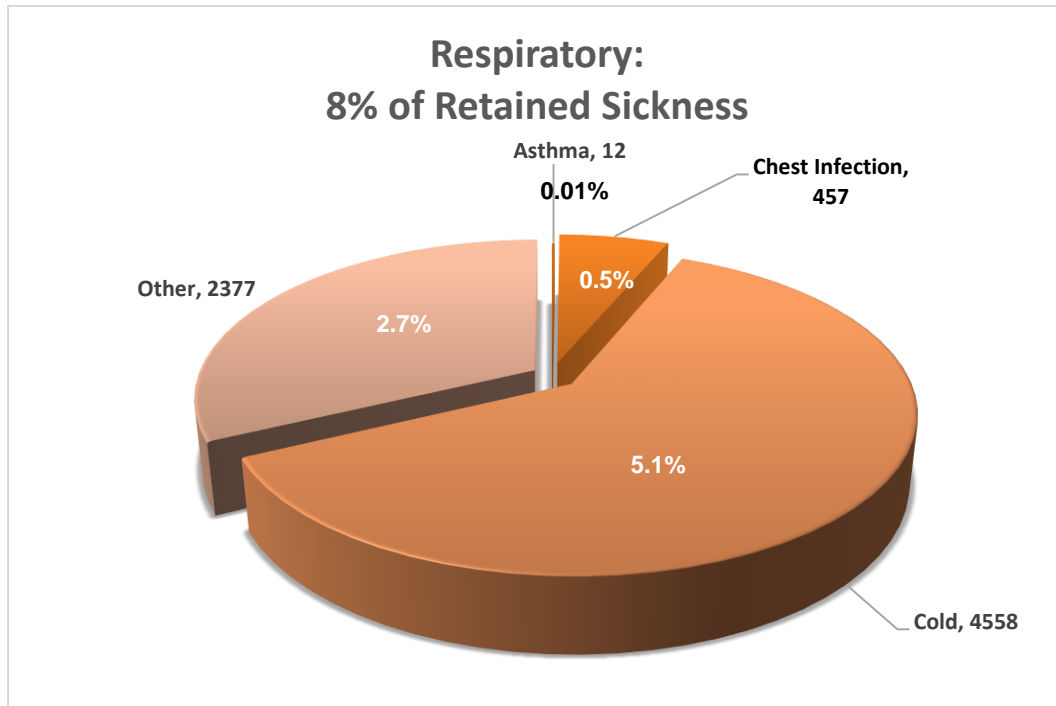


Musculo-Skeletal related absence accounts for 42% (37,713 shifts lost) of the total absence for Retained staff. Lower Limb is recorded as the highest with 16.7% (14,824 shifts lost) followed by Other Musculo-Skeletal accounting for 9.8% (8,740 shifts lost). Lower Limb reasons for absence are higher than all other causes of absence recorded. For the same period in the previous year Musculo-Skeletal accounted for 48% (30,468) shifts lost, showing that in 2021/22 we saw a 23% increase in shifts/days lost to Musculo-Skeletal



Sickness Absence – National Total Data Retained

Mental Health reasons for sickness absence accounts for 17% (15,453 shifts lost) of Retained personnel absence and is the second highest reason for absence after Musculo-Skeletal. Stress, which is a sub category of the mental health group of reasons, accounts for 9.2% of Retained sickness absence and falls third in the rankings for Retained staff sickness. For the same period in the previous year, Mental Health accounted for 17% (10,971 shifts) of Retained sickness absence, which shows that there has been a 40% increase year on year in Retained shifts/days lost due to Mental Health.



Respiratory related absence for Retained staff accounts for 8% (7,404 shifts). When comparing this to the same period in the previous year, Respiratory reasons accounted for 3% of Retained sickness recorded with a total of 2,229 shifts lost, therefore demonstrating a year on year increase of 232% in Retained sickness absences due to Respiratory issues.

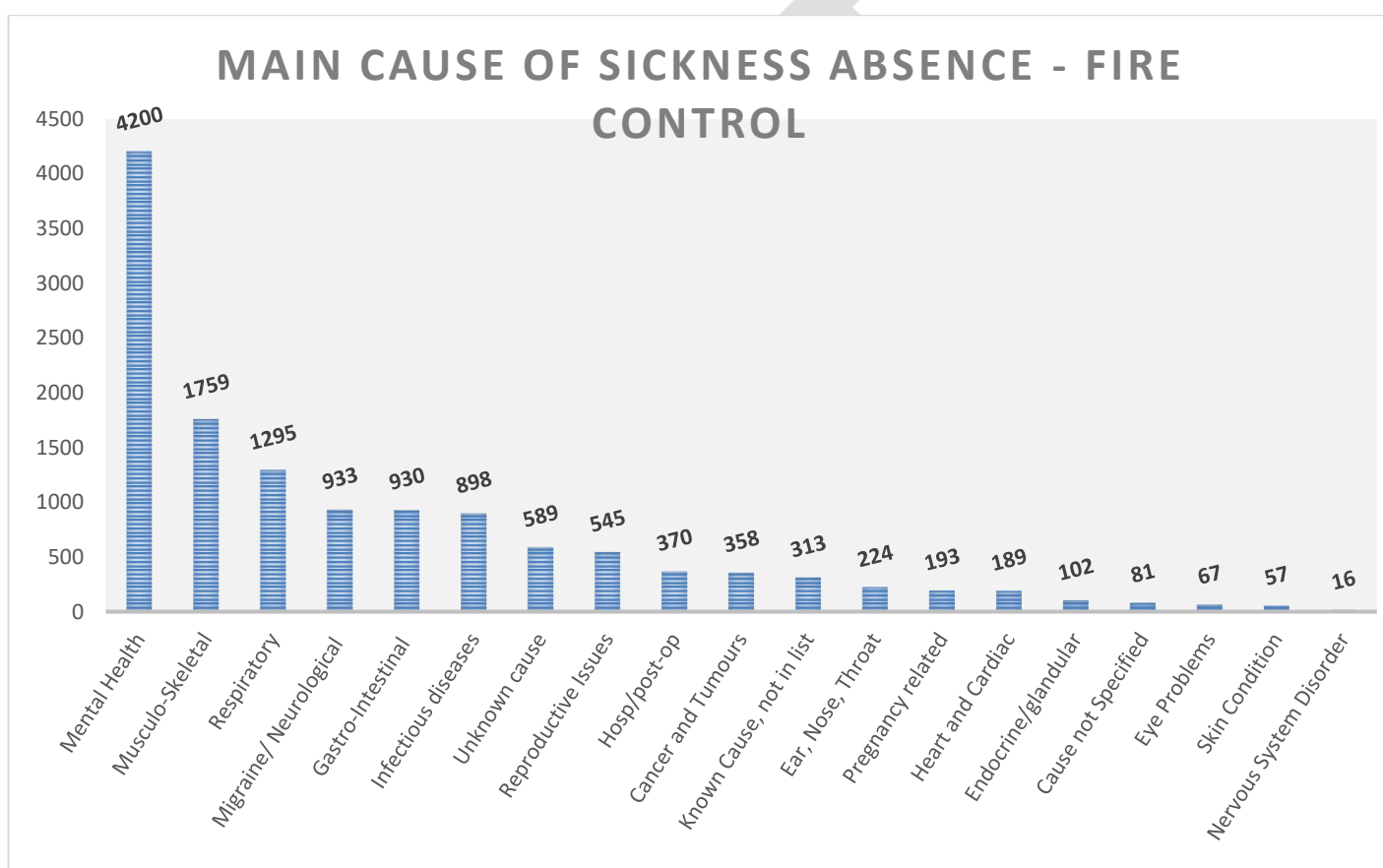
Sickness Absence – National Total Data Fire Control

Causes of Sickness Absence – Fire Control

(30 of 30 Services submitted data)

The graph below shows all causes of sickness absence and the number of days/shifts lost to each cause.

Data Health Warning: Of the 30 responses received for Fire Control sickness data, 15 FRS' (50% of all Fire Control returns) indicated that they include COVID 19 sickness absence data in the main causal breakdowns provided. Owing to individual recording mechanisms within the various FRS', 15 FRS's currently do not include this data/did not indicate whether it is included therefore when comparing sickness levels it must be noted that not all returns include COVID 19 data.

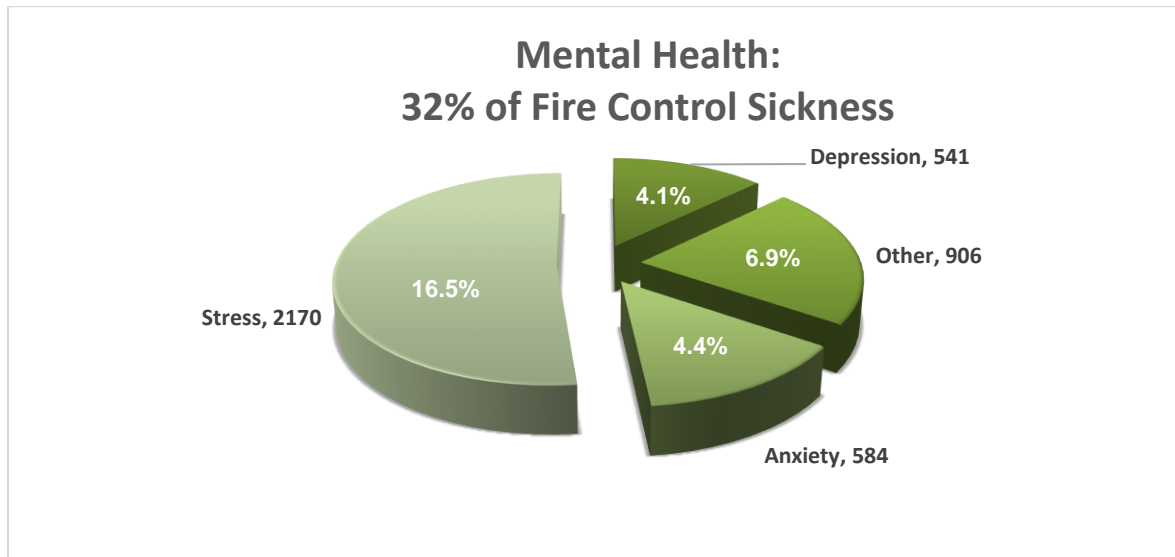


A total of 13,656 days/shifts were lost to sickness absence during the financial year 2021/22 with the top three causes of sickness for Fire Control staff identified to be Mental Health, Musculo Skeletal and Respiratory. These three causes accounted for 53% (7,254) of all sickness absence for Fire Control staff nationally.

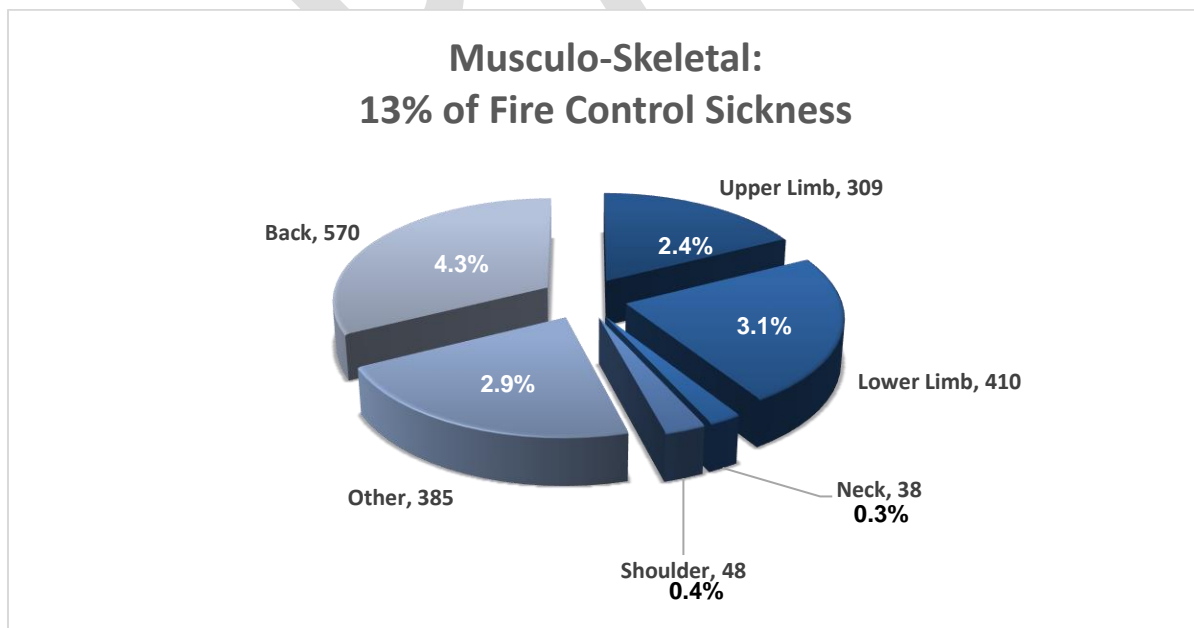
During the same reporting period 2020/21, Fire Control sickness recorded 8,877 shifts lost due to sickness absence, therefore showing that during the current financial year 2021/22 there has been a 54% increase in Fire Control sickness absence nationally.

Sickness Absence – National Total Data Fire Control

Musculo-Skeletal, Mental Health and Respiratory causes have a number of sub categories, with a breakdown of these categories provided in the following graphs:

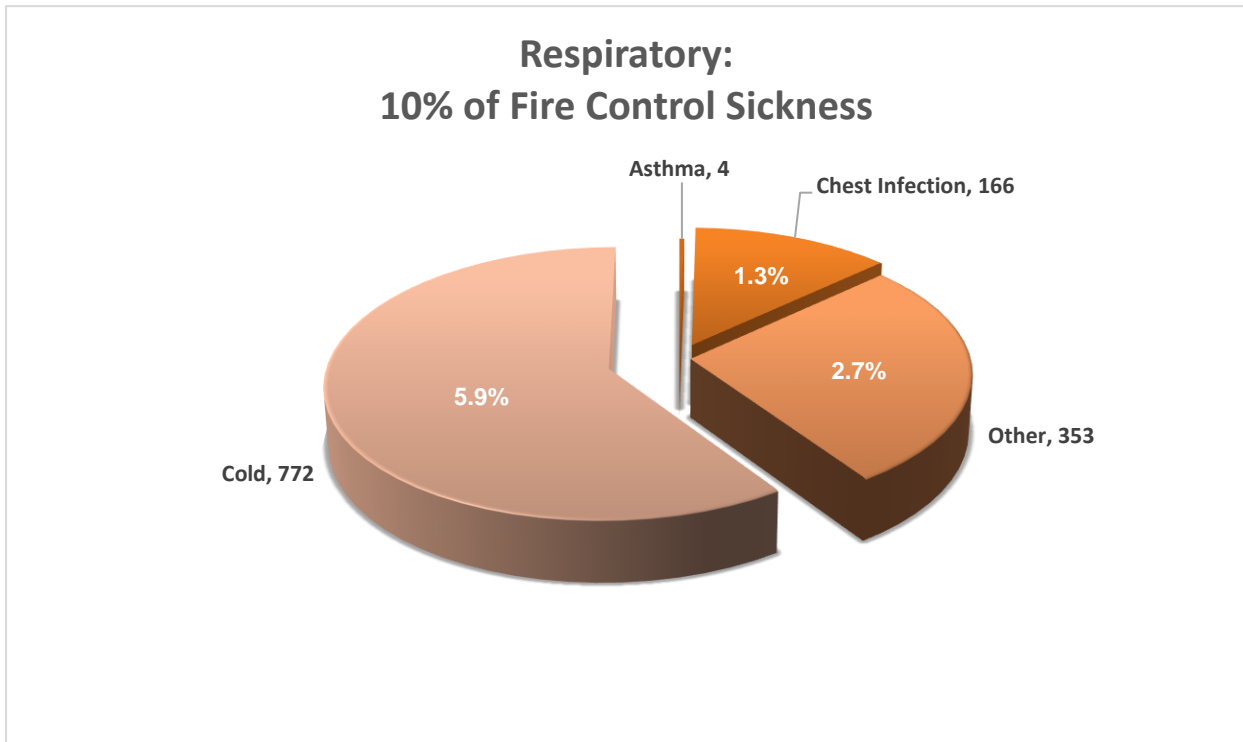


Mental Health reasons for sickness absence accounts for 32% (4,200 shifts lost) for Fire Control staff and is the main cause of sickness. Stress, which is a sub category of the Mental Health group of causes, accounts for 16.5% (2,170 shifts) identifying this as the main contributing factor to Fire Control sickness absence. For the same period the previous year, Mental Health accounted for 39% (3,292 shifts), highlighting that year on year sickness absence for Fire Control staff due to Mental Health has increased by 28% (908 shifts/days).



Musculo-Skeletal related absence accounts for 13% (1,759 shifts lost) of the total absence for Fire Control staff. Back injuries were the main factor recorded with 4.3% (570 shifts lost). For the same period in the previous year, Musculo-Skeletal accounted for 12% (1,036) shifts lost, highlighting a 70% increase (723 shifts/days) in sickness absence of this type in 2021/22 when comparing 2020/21.

Sickness Absence – National Total Data Fire Control



Respiratory related absence for Fire Control staff accounts for 10% (1,295 shifts). Comparing this data to the same period in the previous year, Respiratory reasons accounted for 5% of Fire Control sickness recorded with a total of 430 shifts/days lost, highlighting a year on year increase of 201%.

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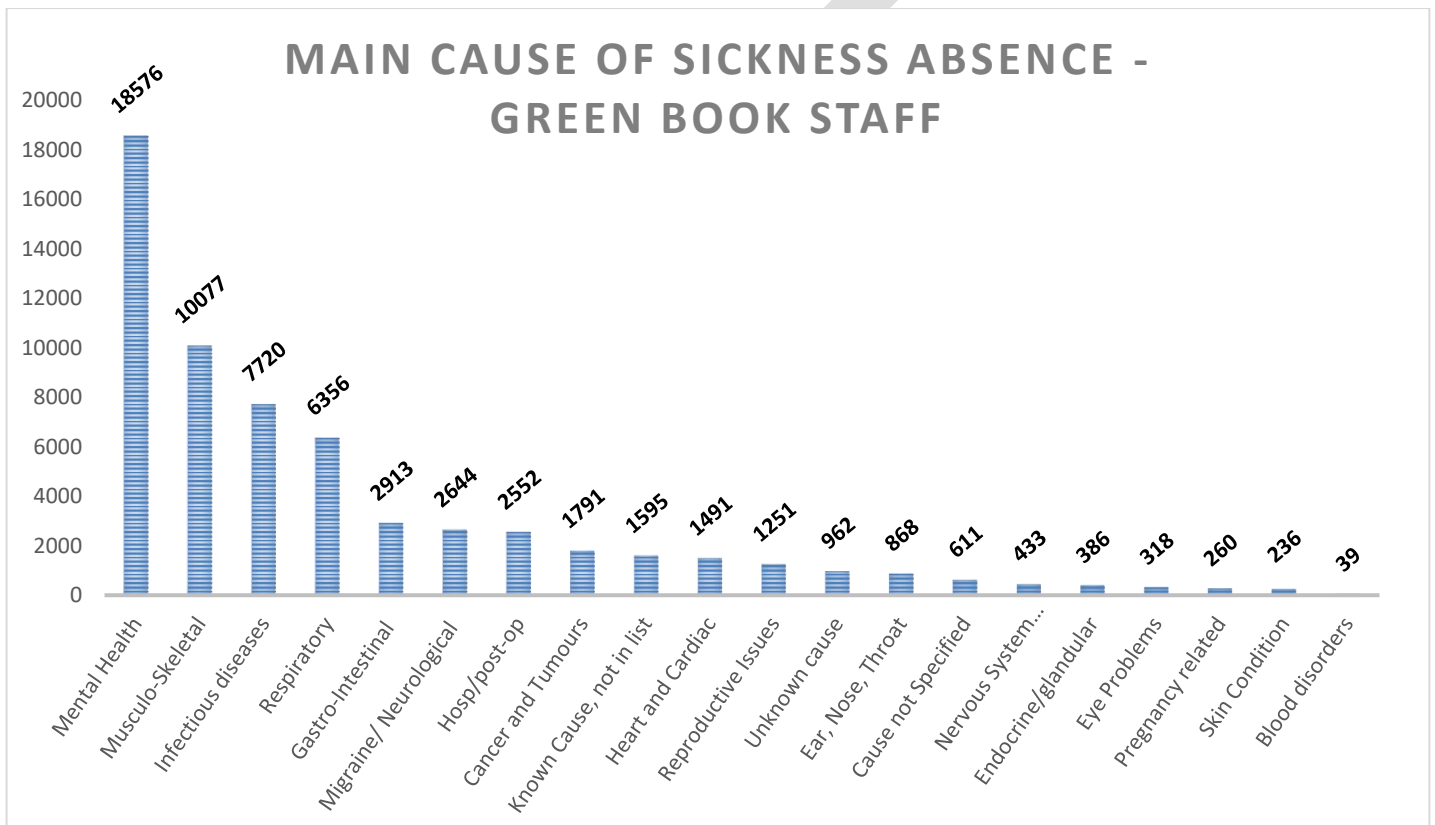
Sickness Absence – National Total Data Green Book

Causes of Sickness Absence – Green Book Staff

(38 of 38 Services submitted data)

The graph below shows all causes of sickness absence and the number of days/shifts lost to each.

Data Health Warning: Of the 38 responses received for Green Book sickness data, 23 FRS' (61% of all Green Book returns) indicated that they include COVID 19 sickness absence data in the main causal breakdowns provided. Owing to individual recording mechanisms within the various FRS', 15 FRS's currently do not include this data/did not indicate whether it is included therefore when comparing sickness levels it must be noted that not all returns include COVID 19 data.

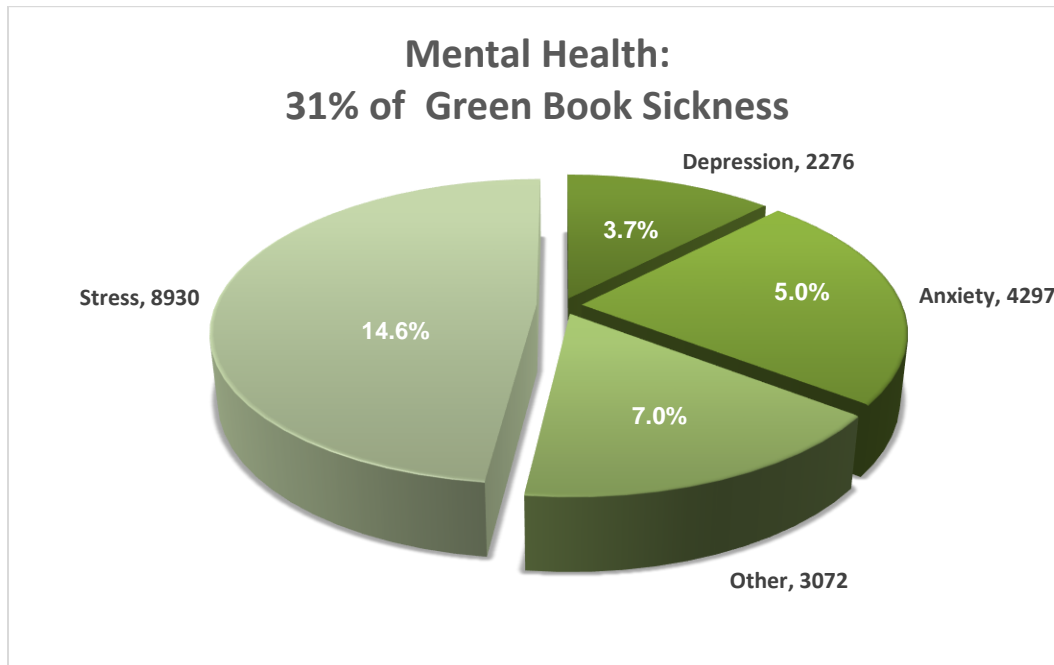


A total of 61,079 days/shifts were lost to sickness absence during the financial year 2021/22, with the top three causes of sickness for Green Book staff identified to be Mental Health, Musculo Skeletal and Infectious Diseases. These three causes accounted for 60% (36,373) of all sickness absence for Green Book staff nationally.

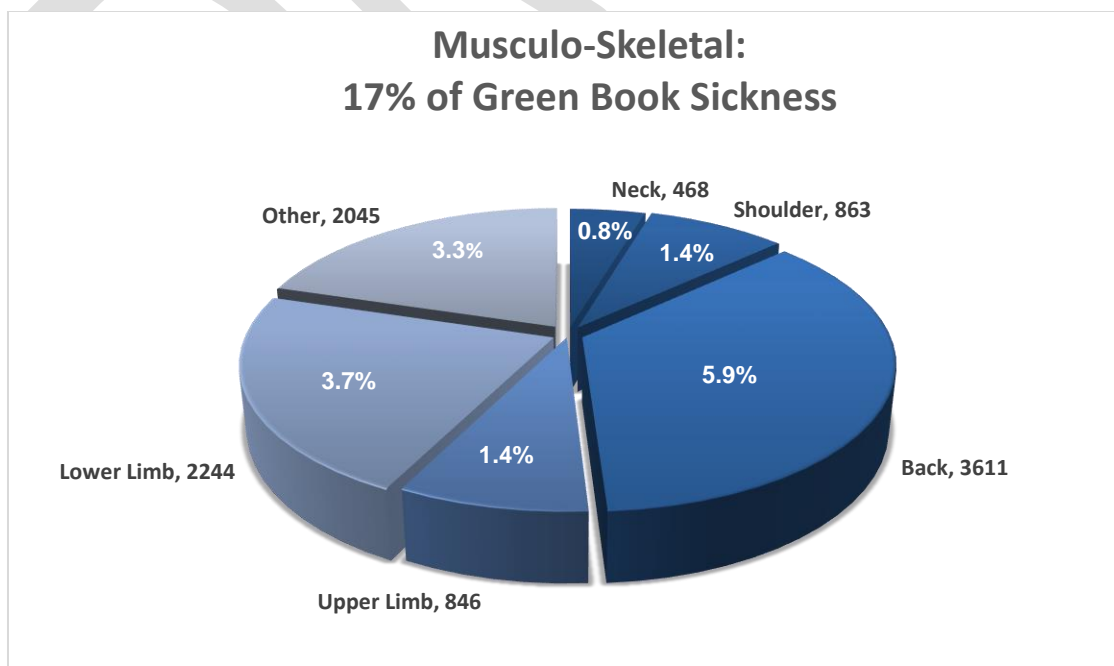
During the same reporting period 2020/21, Green Book sickness saw 43,727 shifts/days lost due to sickness absence therefore showing that during the current financial year 2021/22 there has been a 40% increase in Green Book sickness absence nationally.

Sickness Absence – National Total Data Green Book

Musculo-Skeletal, Mental Health and Respiratory causes have a number of sub categories, with a breakdown of these categories provided in the following graphs:

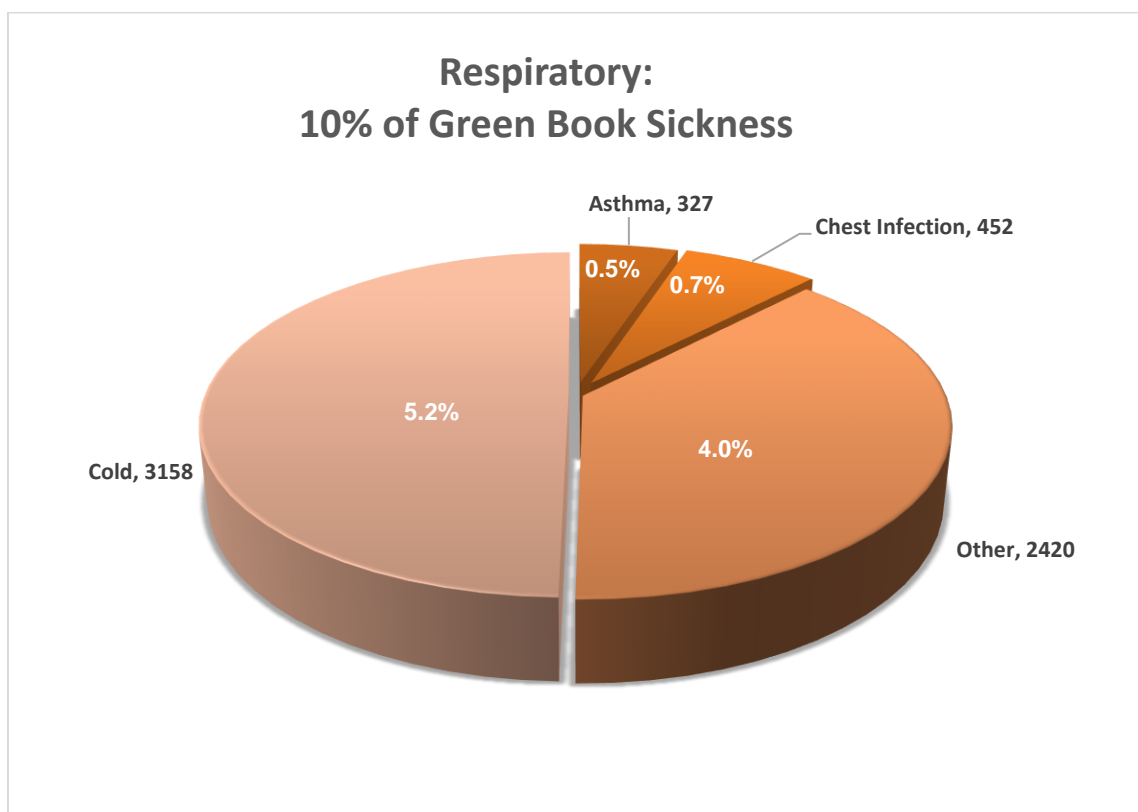


Mental Health sickness absence accounts for 31% (18,576 shifts/days lost) of Green Book staff absence, with its sub category Stress being the highest cause of sickness absence for Green Book during 2021/22 with 14.6% (8,930 shifts/days) being attributed to this category. During the same period 2020/21, Mental Health accounted for 39% (15,819 shifts) which highlights that although Mental Health accounts for a lower percentage of Green Book sickness overall this year, there has still been an increase in shifts/days lost to Mental Health of 17% (2,757).



Sickness Absence – National Total Data Green Book

Musculo-Skeletal related sickness absence accounts for 17% (10,007 shifts/days lost) of the total absences for Green Book staff, with Back issues recording the highest number of absences at 5.9% (3,611 shifts/days). When comparing this to the previous financial year 2020/21, Musculo-Skeletal absences accounted for 16% (6,540) shifts lost. Therefore, during financial year 2021/22 there has been an increase in sickness absences attributed to Musculo-Skeletal of 53% (3467 shifts/lost).



Respiratory related absence for Green Book staff accounts for 10% (6,356 shifts). Comparing this to the same period in the previous year, Respiratory reasons accounted for 5% of Green Book sickness recorded with a total of 1,970 shifts lost, highlighting an increase in shifts/days lost to Respiratory causes year on year of 227% (4,386).

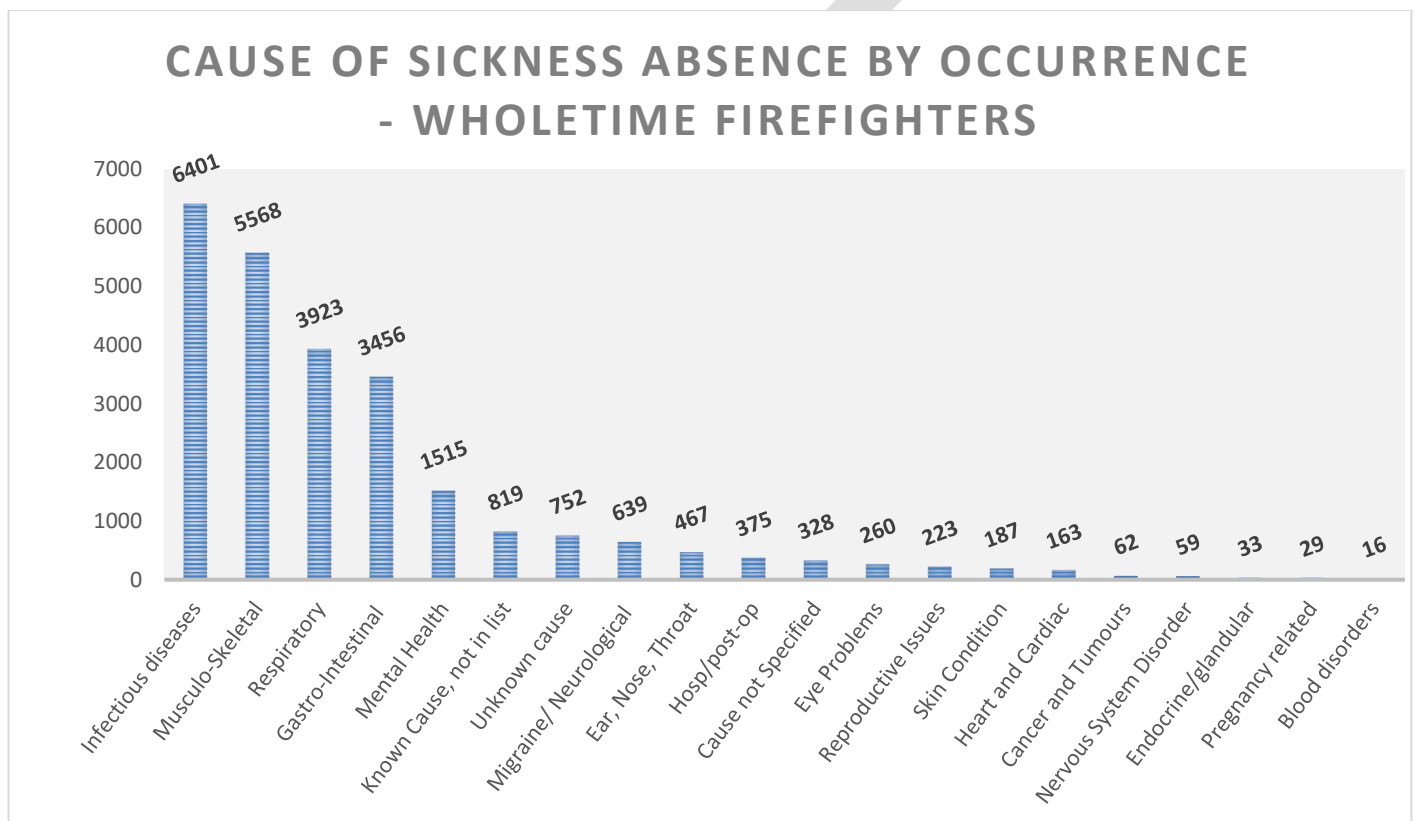
Sickness Absence by Occurrence – National Total Data: Wholetime Staff

Causes of Sickness Absence by occurrence - Wholetime Staff

(37 of 37 Services submitted data)

Data Health Warning: Of the 37 responses received for Wholetime sickness data, 23 FRS' (62% of all Wholetime returns) indicated that they include COVID 19 sickness absence data in the main causal breakdowns provided. Owing to individual recording mechanisms within the various FRS', 14 FRS's currently do not include this data/did not indicate whether it is included therefore when comparing sickness levels it must be noted that not all returns include COVID 19 data.

The graph below shows the causes of sickness absence against the number of occurrences:



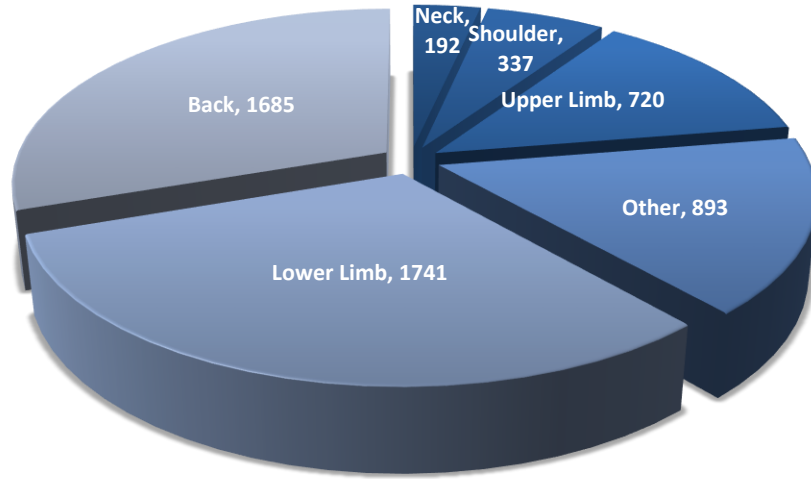
A total of 25,275 separate instances of sickness absence occurred during the financial year 2021/22 for Wholetime staff, with the top three causes of separate instances of sickness identified to be Infectious Diseases, Musculo Skeletal and Respiratory.

During the same reporting period 2020/21, Wholetime sickness saw 13,546 occurrences of sickness absence. This shows that during 2021/22, occurrences of sickness have increased by 87% amongst Wholetime staff nationally (11,729 more occurrences).

Musculo-Skeletal, Mental Health and Respiratory causes have a number of sub categories, with a breakdown of these categories provided in the following graphs:

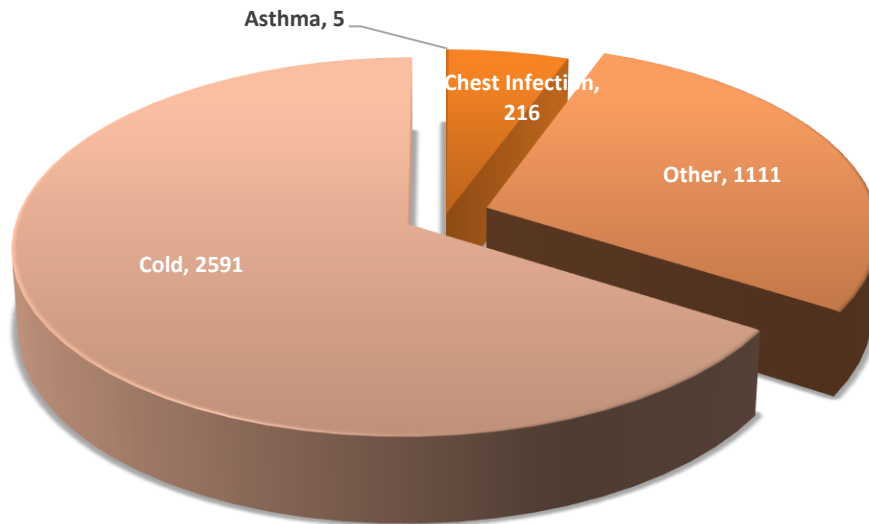
Sickness Absence by Occurrence – National Total Data: Wholetime Staff

Musculo-Skeletal: Number of Occurrences Wholetime



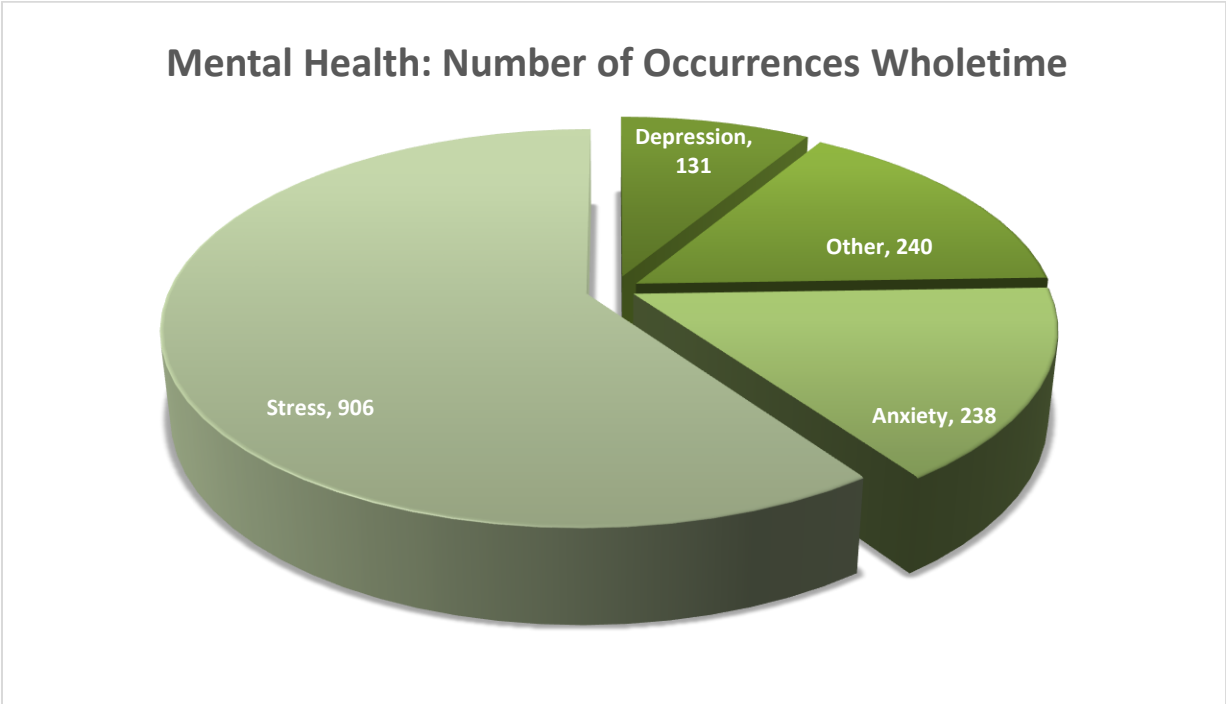
Musculo-Skeletal issues have recorded the second highest number of separate occurrences with 6,401. Lower Limb issues have the highest number of occurrences of absence of the Musculo Skeletal categories with 1,741 (27%) closely followed by Back issues with 1,685 (26%) of Musculo-Skeletal occurrences. In 2020/21, Musculo-Skeletal issues accounted for 4,499 occurrences, showing an increase during 2021/22 of 42% year on year.

Respiratory: Number of Occurrences Wholetime



Sickness Absence by Occurrence – National Total Data: Wholetime Staff

Respiratory issues have recorded 3,923 separate occurrences of absence, with the common cold being recorded as the highest sub category with 2,591 separate occurrences (66%). In 2020/21, Respiratory issues accounted for 1,172 sickness occurrences within Wholetime staff, therefore when comparing last year with the same period 2021/22 there has been an increase of 235% in occurrences of sickness involving Respiratory sub categories.



Mental Health has recorded 1,515 separate occurrences of absence amongst Wholetime staff, with Stress the highest cause within this group with 906 separate occurrences (60% of all Mental Health). Mental Health sickness occurrences for Wholetime staff in 2020/21 saw 1,285 occurrences, therefore when comparing year on year there has been an 18% increase in occurrences of sickness involving Mental Health.

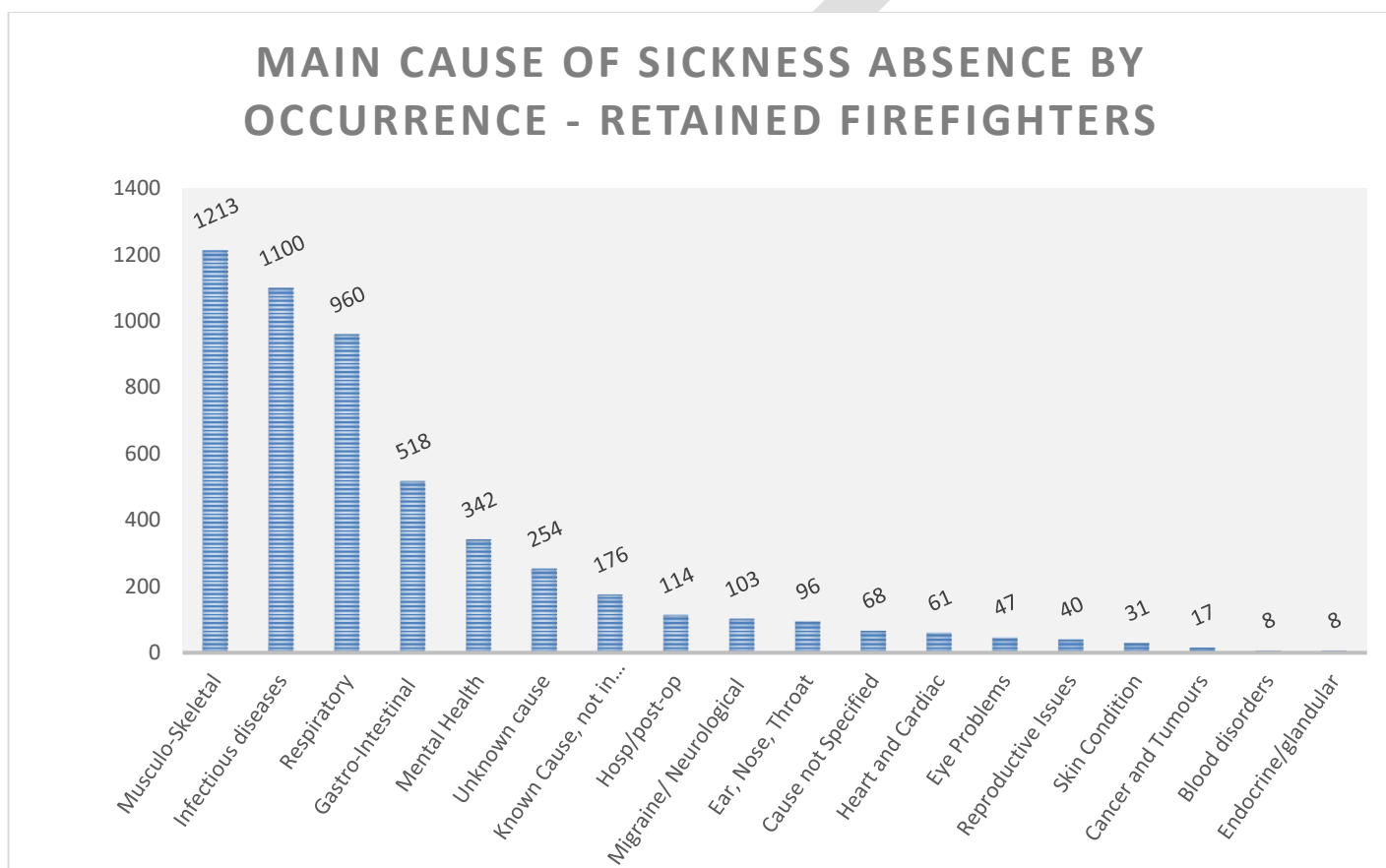
Sickness Absence by Occurrence – National Total Data: Retained Stations

Causes of Sickness Absence by occurrence - Retained Personnel

(23 of 26 Services submitted data)

Data Health Warning: Of the 23 responses received for Retained sickness data, 18 FRS' (78% of all Retained returns) indicated that they include COVID 19 sickness absence data in the main causal breakdowns provided. Owing to individual recording mechanisms within the various FRS', 5 FRS's currently do not include this data/did not indicate whether it is included therefore when comparing sickness levels it must be noted that not all returns include COVID 19 data.

The graph below shows the main causes of sickness absence and the number of occurrences.



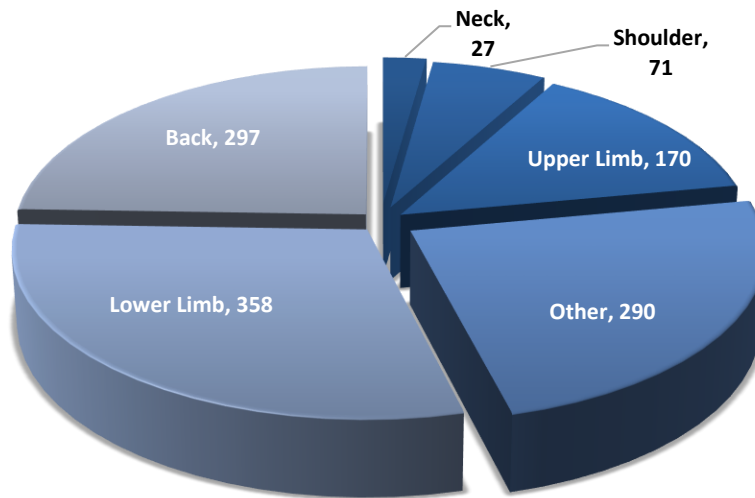
A total of 5,156 separate instances of sickness absence occurred during the financial year 2021/22 for Retained staff, with the top three causes of separate instances of sickness identified to be Musculo Skeletal, Infectious Diseases and Respiratory.

During the same reporting period 2020/21, Retained sickness saw 2,988 occurrences of sickness absence. This shows that during 2021/22, occurrences of sickness absence have increased by 73% in Retained staff nationally (2,168 more occurrences) when comparing year on year.

Musculo-Skeletal, Mental Health and Respiratory causes have a number of sub categories, with a breakdown of these categories provided in the following graphs:

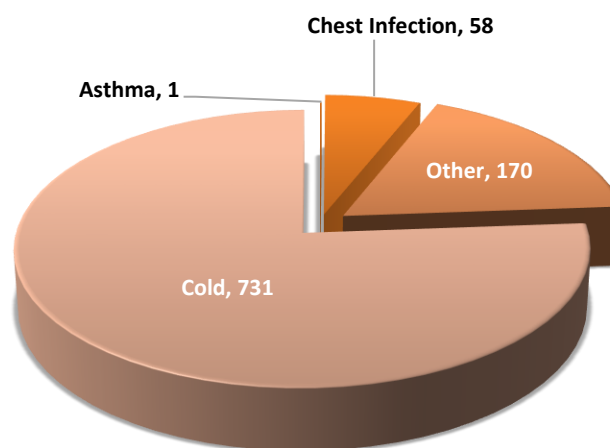
Sickness Absence by Occurrence – National Total Data: Retained Stations

Musculo-Skeletal: Number of Occurrences Retained



Musculo –Skeletal issues has recorded the highest number of separate occurrences with 1,213. Lower Limb issues have the highest number of occurrences of absence amongst the Musculo-Skeletal sub categories, with 358 occurrences (30% of all Musculo-Skeletal). In 2020/21, Musculo–Skeletal issues accounted for 1,123 occurrences, showing a slight increase during 2021/22 of 8% year on year.

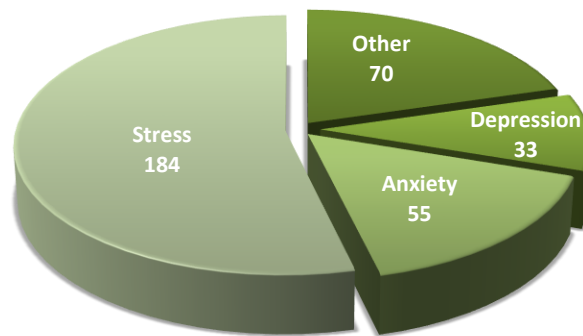
Respiratory: Number of Occurrences Retained



Sickness Absence by Occurrence – National Total Data: Retained Stations

Respiratory issues have recorded 960 separate occurrences of absence, during 2021/22 with the common cold being recorded as the highest sub category within this group with 731 separate occurrences (76% of Respiratory occurrences). In 2020/21, Respiratory issues accounted for 316 occurrences, showing an increase during 2021/22 of 204% year on year.

Mental Health: Number of Occurrences Retained



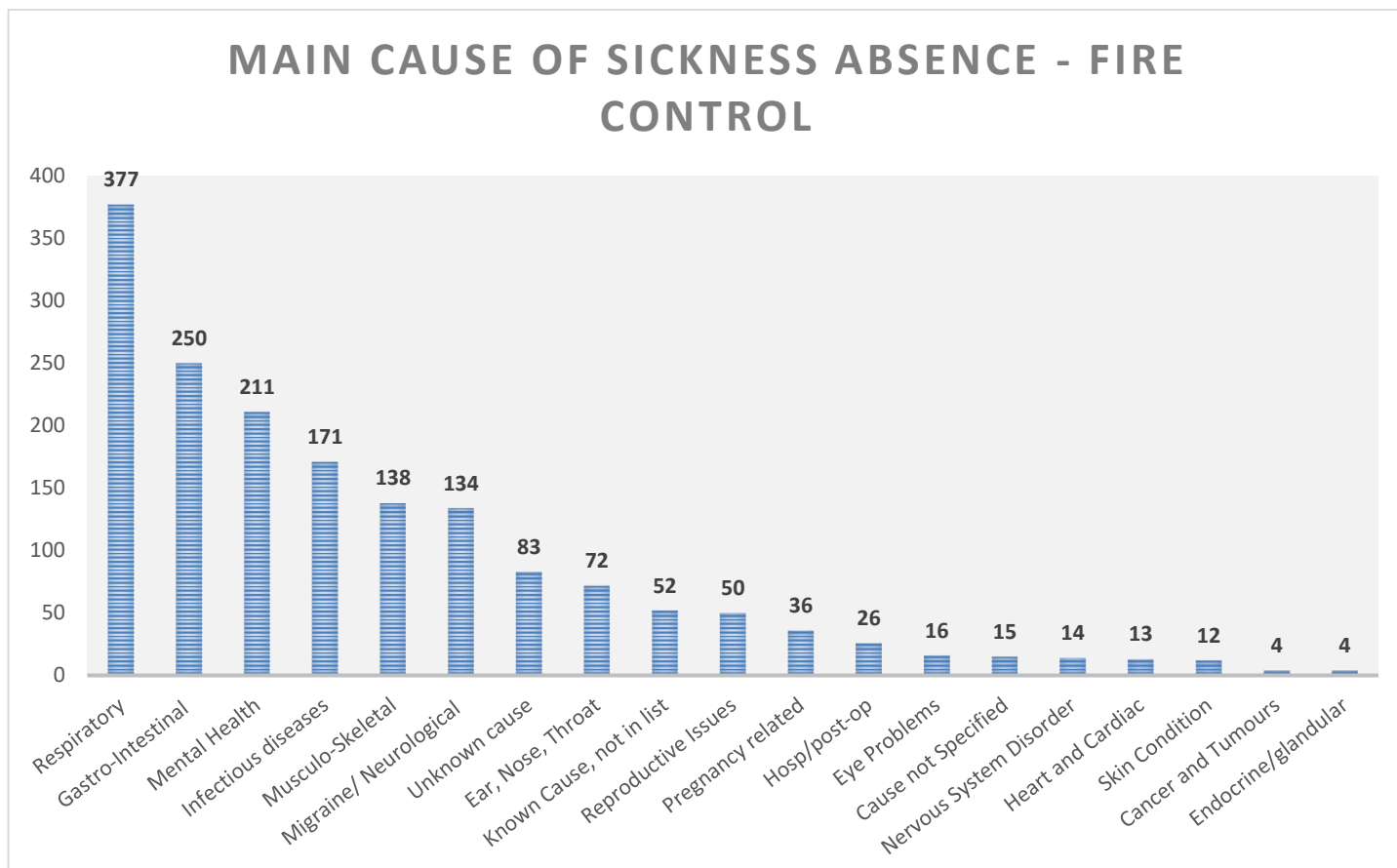
Mental health has recorded 342 separate occurrences of absence. Stress is ranked as the highest within this sub group, with 184 separate occurrences of absence recorded (54% of all Mental Health occurrences). In 2020/21, Mental Health issues accounted for 230 occurrences, showing an increase during 2021/22 of 49% year on year.

Sickness Absence by Occurrence – National Total Data: Fire Control

Causes of Sickness Absence by occurrence – Fire Control

(30 of 30 Services submitted data)

Data Health Warning: Of the 30 responses received for Fire Control sickness data, 15 FRS' (50% of all Fire Control returns) indicated that they include COVID 19 sickness absence data in the main causal breakdowns provided. Owing to individual recording mechanisms within the various FRS', 15 FRS's currently do not include this data/did not indicate whether it is included therefore when comparing sickness levels it must be noted that not all returns include COVID 19 data.



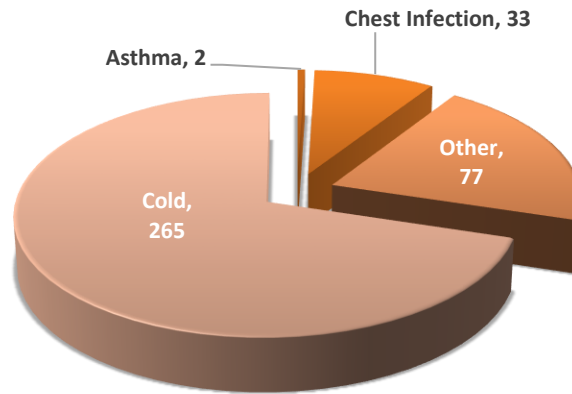
A total of 1,679 separate instances of sickness absence occurred during the financial year 2021/22 for Fire Control staff, with the top three causes of separate instances of sickness identified to be Respiratory, Gastro-Intestinal and Mental Health.

During the same reporting period 2020/21, Fire Control sickness saw 1,146 occurrences of sickness absence. This shows that during 2021/22, occurrences of sickness absence have increased by 47% in Fire Control staff nationally (533 more occurrences) when comparing year on year.

Musculo-Skeletal, Mental Health and Respiratory causes have a number of sub categories, with a breakdown of these categories provided in the following graphs:

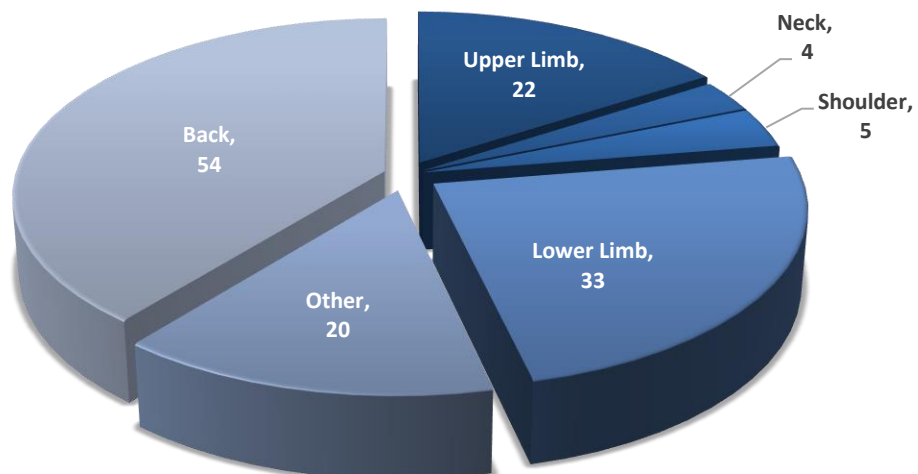
Sickness Absence by Occurrence – National Total Data: Fire Control

Respiratory: Number of Occurrences Fire Control



Respiratory issues have recorded 377 separate occurrences of absence, with the common cold being recorded as the highest sub category of this group with 265 separate occurrences (70% of all Respiratory occurrences). In 2020/21, Respiratory issues accounted for 105 occurrences, showing an increase during 2021/22 of 259% year on year.

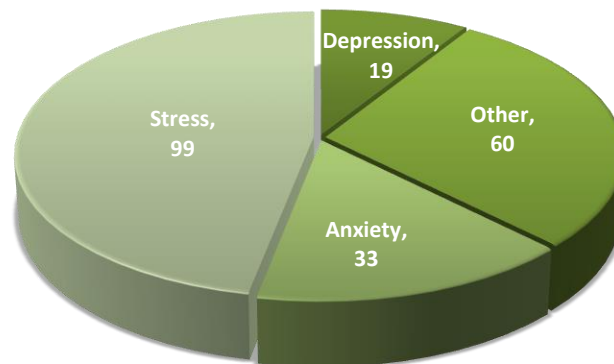
Musculo-Skeletal: Number of Occurrences Fire Control



Sickness Absence by Occurrence – National Total Data: Fire Control

Musculo–Skeletal issues have recorded 138 separate occurrences, with Back issues being recorded as the highest number of occurrences of Musculo-Skeletal absence with 54 occurrences (39%). In 2020/21, Musculo–Skeletal issues accounted for 123 occurrences, showing a slight increase during 2021/22 of 12% year on year.

Mental Health: Number of Occurrences Fire Control



Mental Health has 211 separate occurrences of absence. Stress is ranked as the highest within this group with 99 (47%) separate occurrences of absence recorded. In 2020/21, Mental Health issues accounted for 192 occurrences of absence, showing a slight increase during 2021/22 of 10% year on year.

Sickness Absence by Occurrence – National Total Data

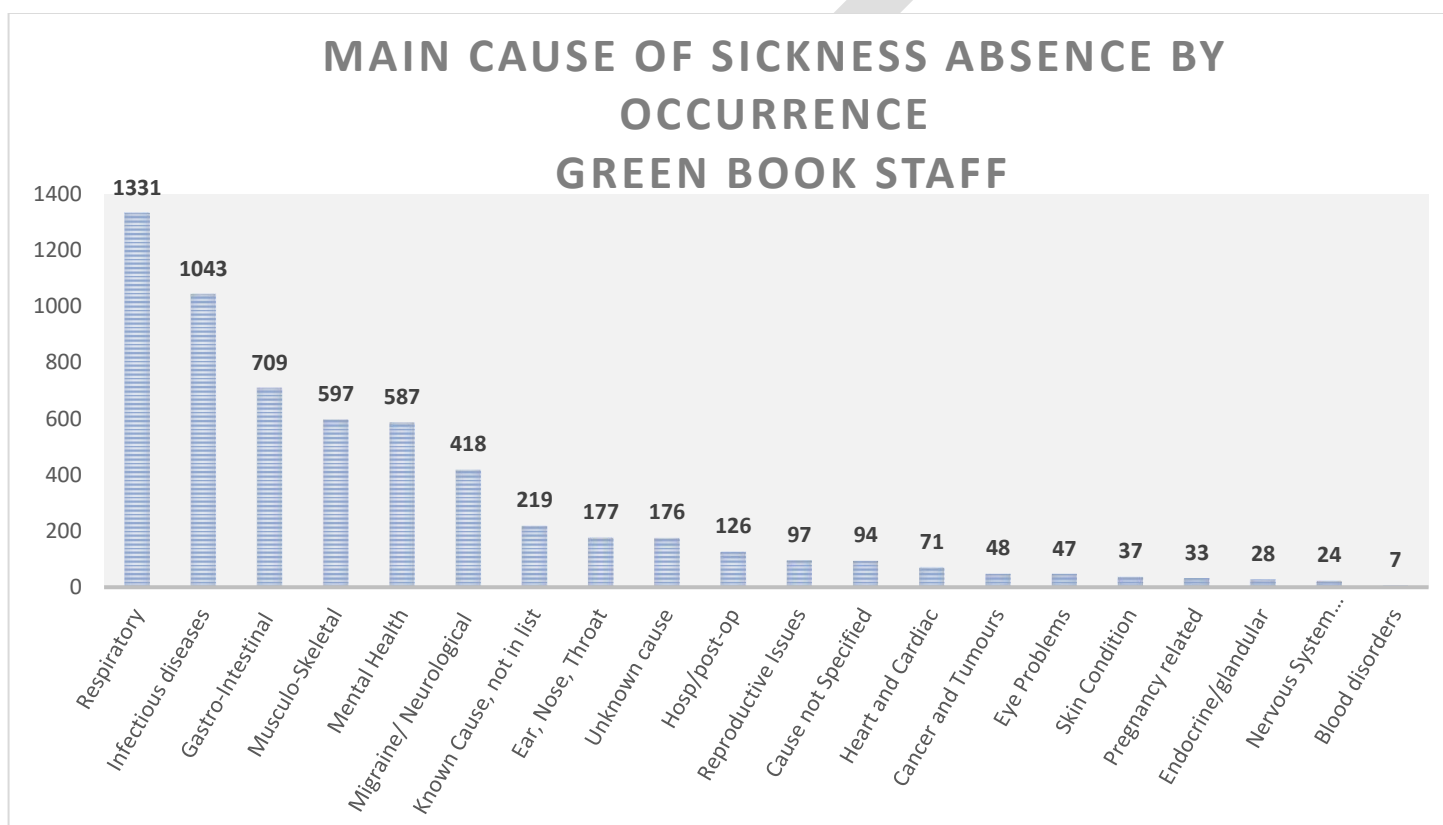
Green Book

Causes of Sickness Absence by Occurrence - Green Book Staff

(38 of 38 Services submitted data)

Data Health Warning: Of the 38 responses received for Green Book sickness data, 23 FRS' (61% of all Green Book returns) indicated that they include COVID 19 sickness absence data in the main causal breakdowns provided. Owing to individual recording mechanisms within the various FRS', 15 FRS's currently do not include this data/did not indicate whether it is included therefore when comparing sickness levels it must be noted that not all returns include COVID 19 data.

The graph below shows the main causes of sickness absence and the number of occurrences.

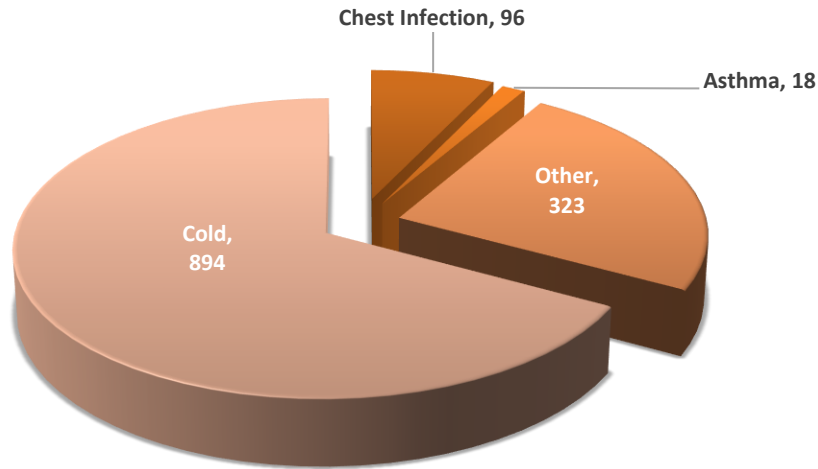


A total of 5,869 separate instances of sickness absence occurred during the financial year 2021/22 for Green Book staff, with the top three causes of separate instances of sickness identified to be Respiratory, Infectious Diseases and Gastro-Intestinal.

During the same reporting period 2020/21, Fire Control sickness saw 3,109 separate occurrences of sickness absence. This shows that during 2021/22, occurrences of sickness absence have increased by 89% in Green Book staff nationally (2,760 more occurrences) when comparing year on year.

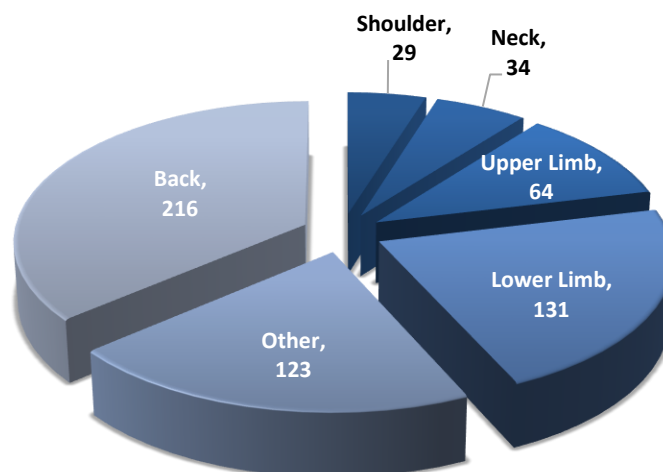
Musculo-Skeletal, Mental Health and Respiratory causes have a number of sub categories, with a breakdown of these categories provided in the following graphs:

Respiratory: Number of Occurrences Green Book



Respiratory issues have recorded 1,331 separate occurrences of absence, with the Common Cold being recorded as the highest sub category of this group with 894 separate occurrences (67% of all Respiratory occurrences). In 2020/21, Respiratory issues accounted for 369 occurrences, showing an increase during 2021/22 of 261% year on year.

Musculo-Skeletal: Number of Occurrences Green Book

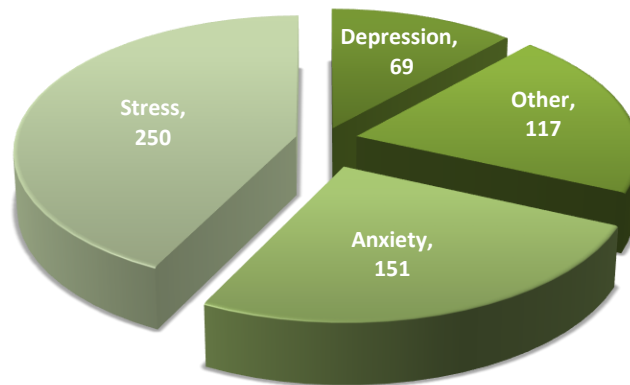


Sickness Absence by Occurrence – National Total Data

Green Book

Musculo–Skeletal issues have recorded 597 separate occurrences, with Back issues being recorded as the highest number of occurrences of Musculo-Skeletal absence with 216 occurrences (36%). In 2020/21, Musculo–Skeletal issues accounted for 423 occurrences, showing an increase during 2021/22 of 41% year on year.

Mental Health: Number of Occurrences Green Book



Mental Health has 587 separate occurrences of absence. Stress is ranked as the highest factor within this group with 250 (43%) separate occurrences of absence recorded. In 2020/21, Mental Health issues accounted for 525 occurrences of absence, showing a slight increase during 2021/22 of 12% year on year.

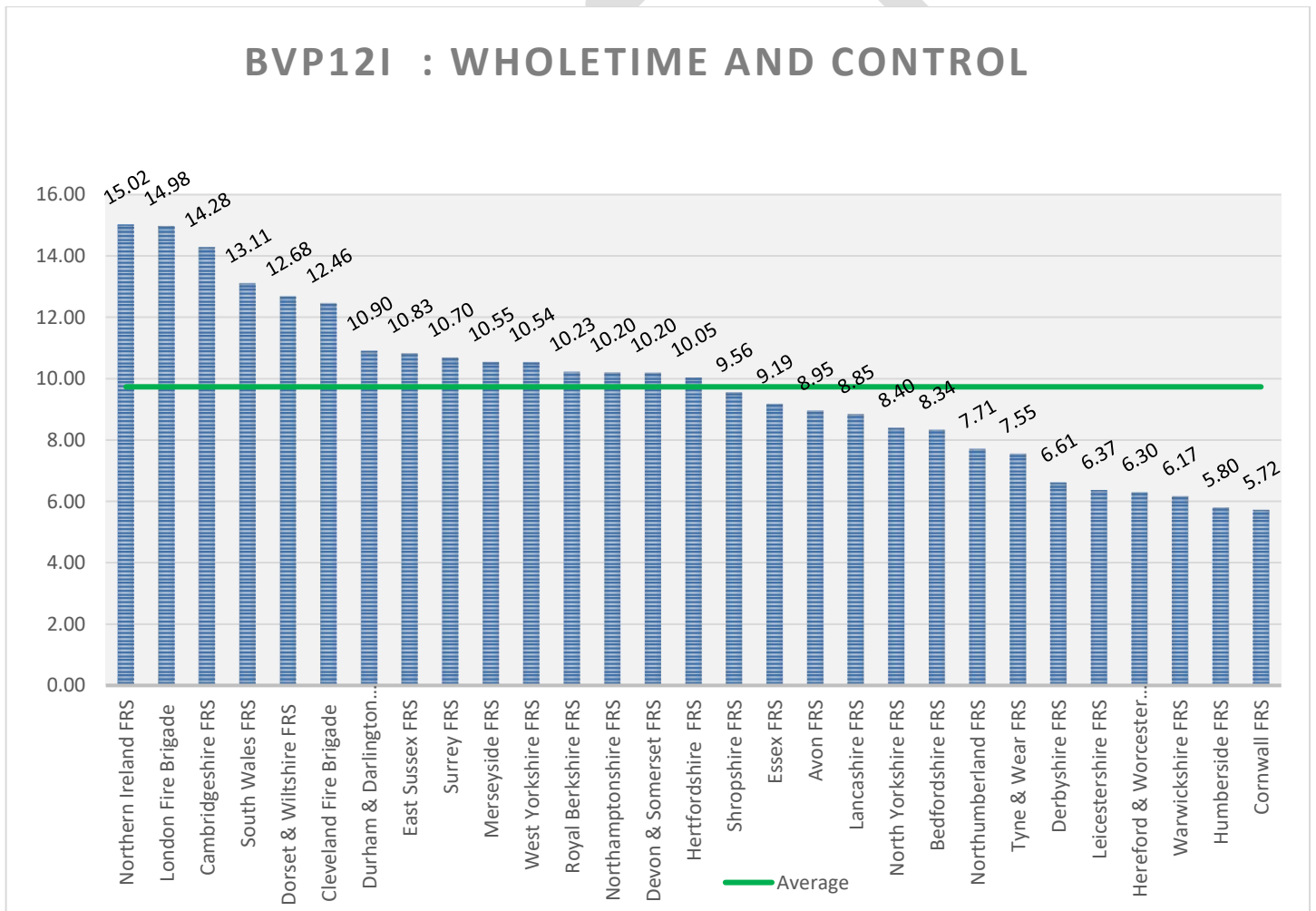
Sickness Absence – BVP12i, BVPI12ii

The following graph represents the number of duty days lost to sickness absence for both Wholetime and Control personnel (the former BV12i).

Of the Brigades that submitted data, 29 have been included within this analysis as nine FRS' have not provided separately identifiable sickness data for Wholetime/Control Room staff.

From the information shown in the following chart, Northern Ireland FRS has the highest number of duty days lost (15.02) and Cornwall FRS has the lowest with 5.72 duty days lost per staff member.

The average is 9.73 duty days sickness absence per staff member. During the same period in 2020/21, the average duty days sickness absence was 7.02, highlighting that nationally there has been an average of 2.71 additional duty days lost per staff member during 2021/22.



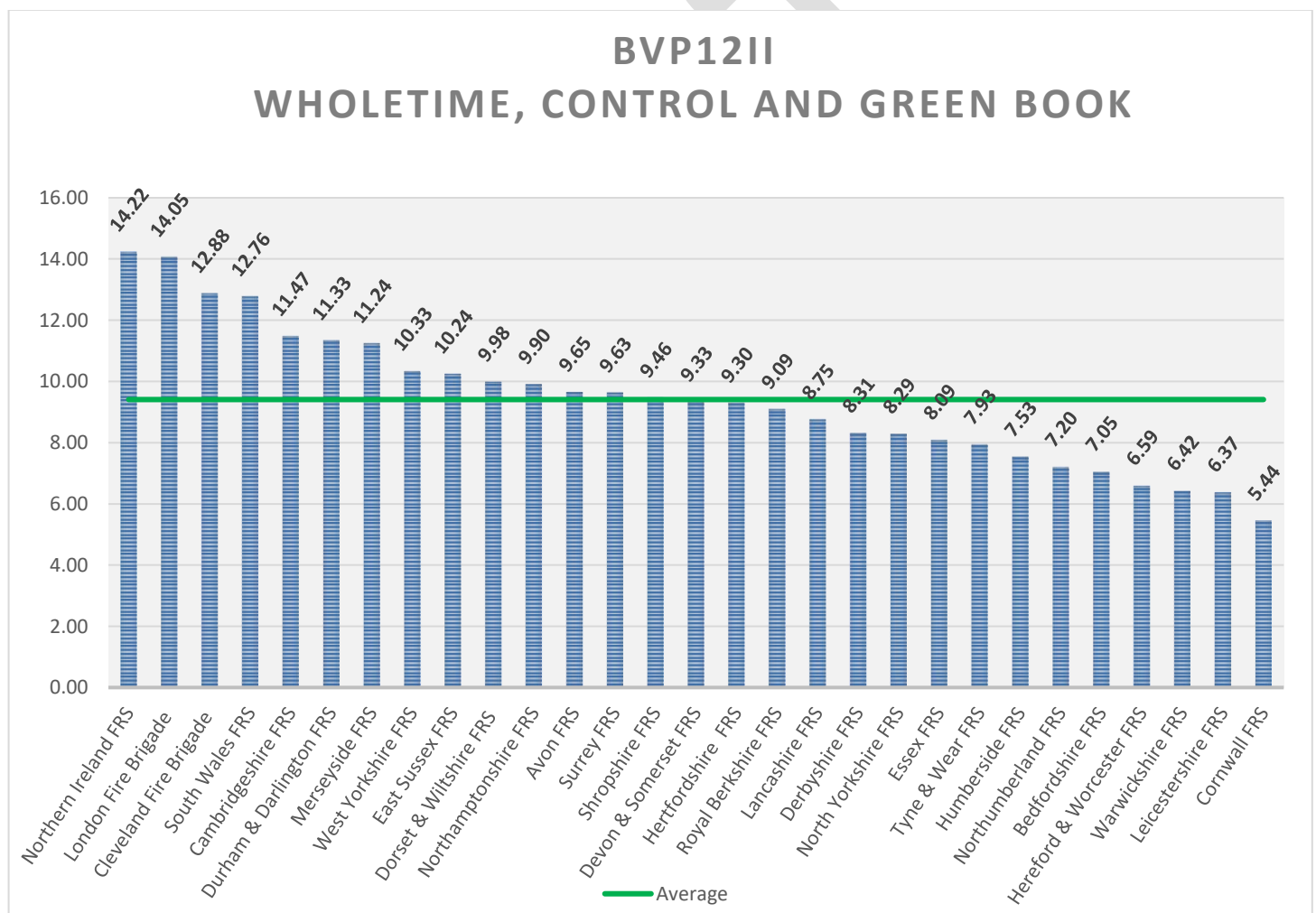
Sickness Absence – BVP12i, BVPI12ii

The following graph represents the number of duty days lost to sickness absence for Wholetime, Control and Green Book staff combined (the former BV12ii).

Of the Brigade's that submitted data, 29 have been included within this analysis as 9 FRS' do not meet the full criteria as they do not have either Wholetime or Control staff.

Northern Ireland FRS recorded the highest number of shifts lost to sickness with 14.22 per staff member and Cornwall FRS recorded the lowest with 5.44 duty days per staff member to sickness absence.

The average is 9.41 duty days sickness absence per staff member. During the same period in 2020/21, the average duty days sickness absence was 6.83, highlighting that nationally there has been an average of 2.58 additional duty days lost per staff member during 2021/22.

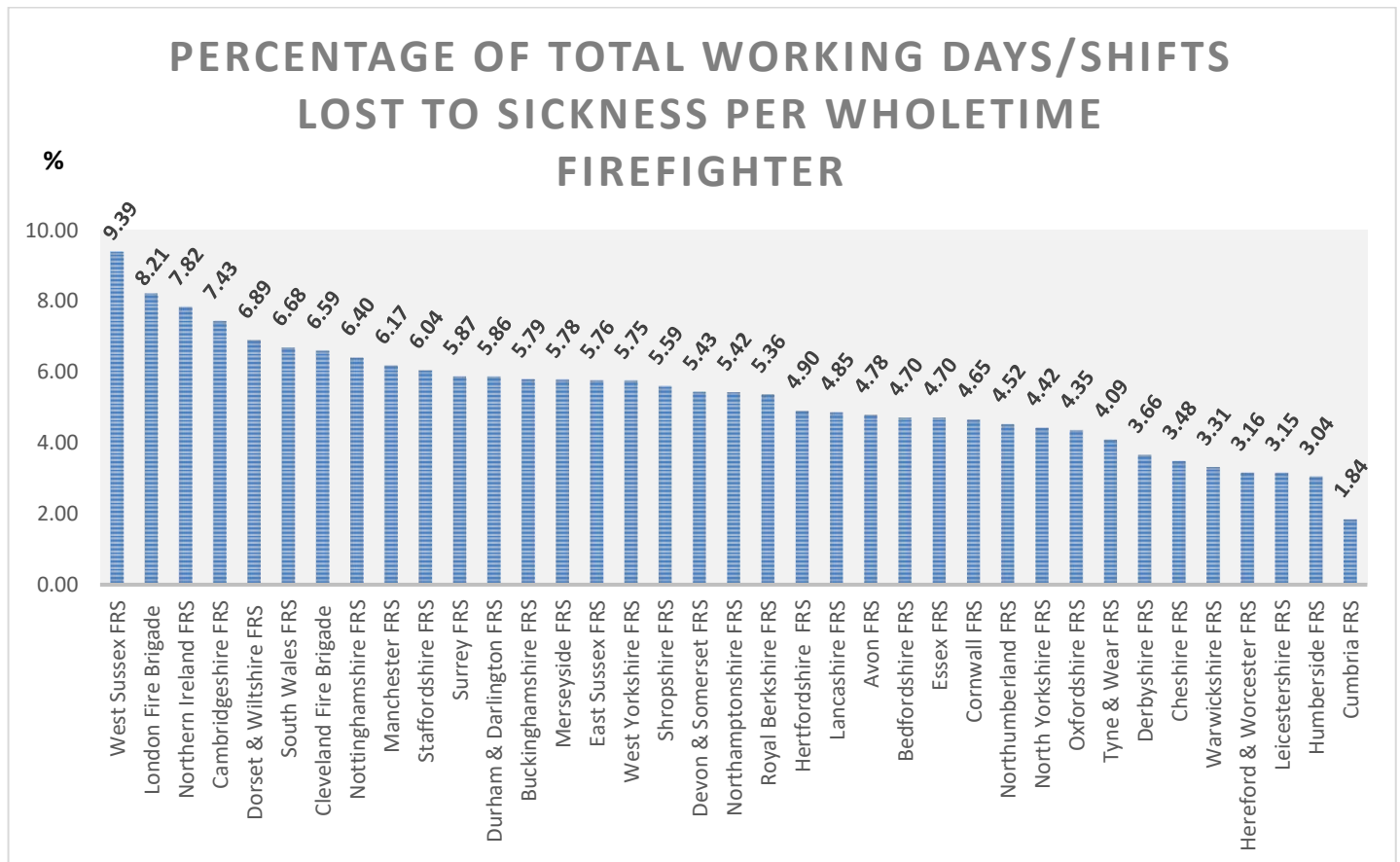


Sickness Absence – Percentage of Duty Days Lost

The following graphs show the percentage of total working days lost to sickness for Wholetime Personnel, Fire Control Operators and Green Book Staff.

In order to calculate this, the total working days **per annum** used in this calculation is 183 for Grey Book (Wholetime and Control) and 261 for Green Book employees.

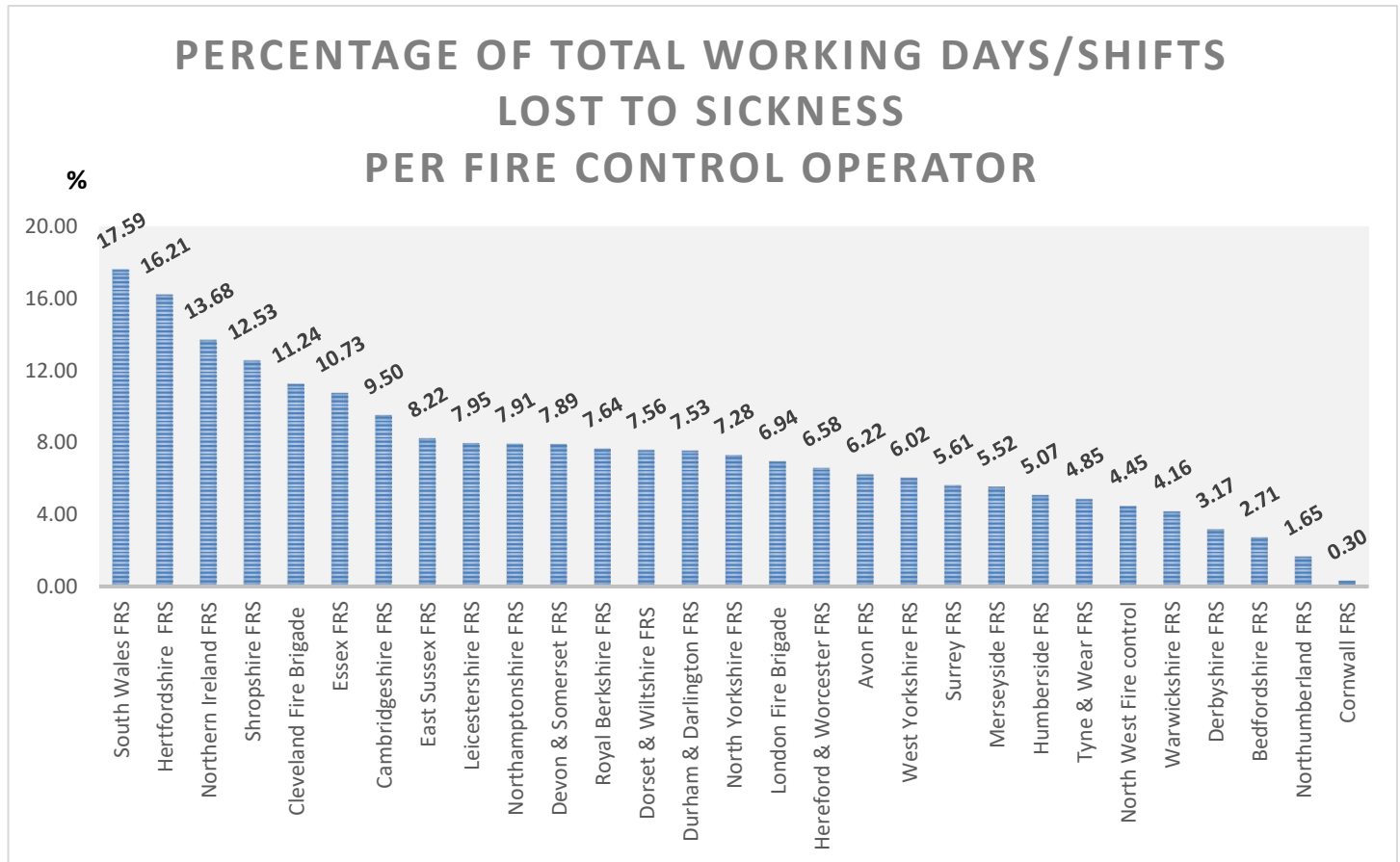
Wholetime Personnel



- West Sussex FRS has the highest percentage of duty days/shifts lost to sickness per Wholetime Personnel with 9.39%. During the same period in 2020/21, Shropshire FRS was the highest with 5.69%.
- Cumbria FRS reported the lowest percentage of duty days with 1.84%. During the same period in 2020/21, Warwickshire FRS was the lowest with 1.84%.
- The average percentage of duty days/shifts lost to sickness per Wholetime Personnel during April 2021 to March 2022 is 6.1%.

Sickness Absence – Percentage of Duty Days Lost

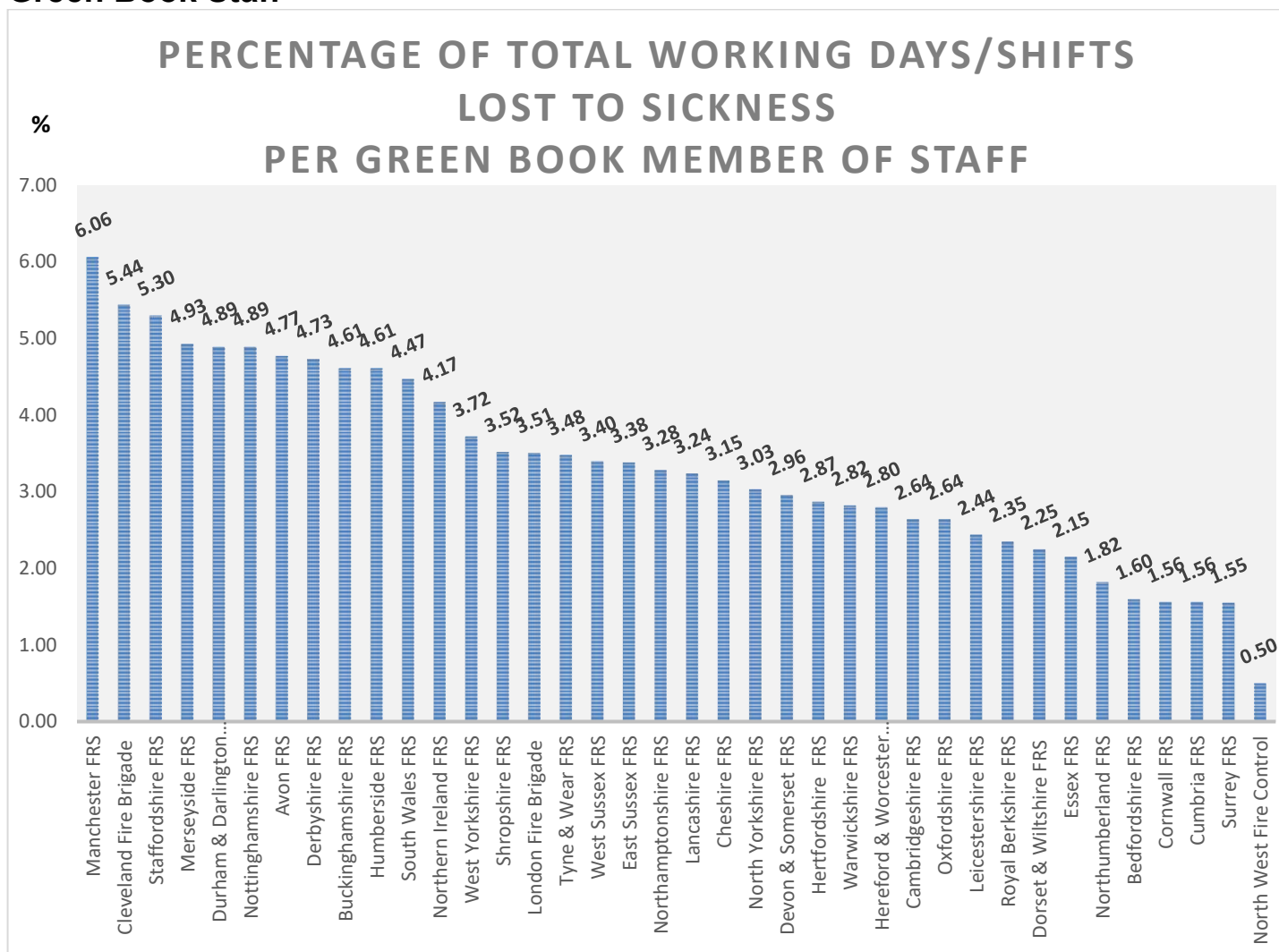
Fire Control Staff



- South Wales FRS has the highest percentage of working days/shifts lost to sickness per Fire Control Operator with 17.59%. During the same period in 2020/21, Hampshire FRS was the highest with 9.97%.
- Lancashire recorded 0 instances of sickness absence for Fire Control staff, although it should be considered that they have 1 FTE member of Control Room staff within the organisation. Excluding Lancashire, Cornwall FRS had the lowest percentage of working days/shifts lost to sickness per Fire Control Operator with 0.30%. During the same period in 2020/21, Cornwall FRS recorded the lowest percentage of shifts lost with 0.40%.
- The average percentage of duty days/shifts lost to sickness per Fire Control Operator during the period April 2021 to March 2022 was 7.0%.

Sickness Absence – Percentage of Duty Days Lost

Green Book Staff

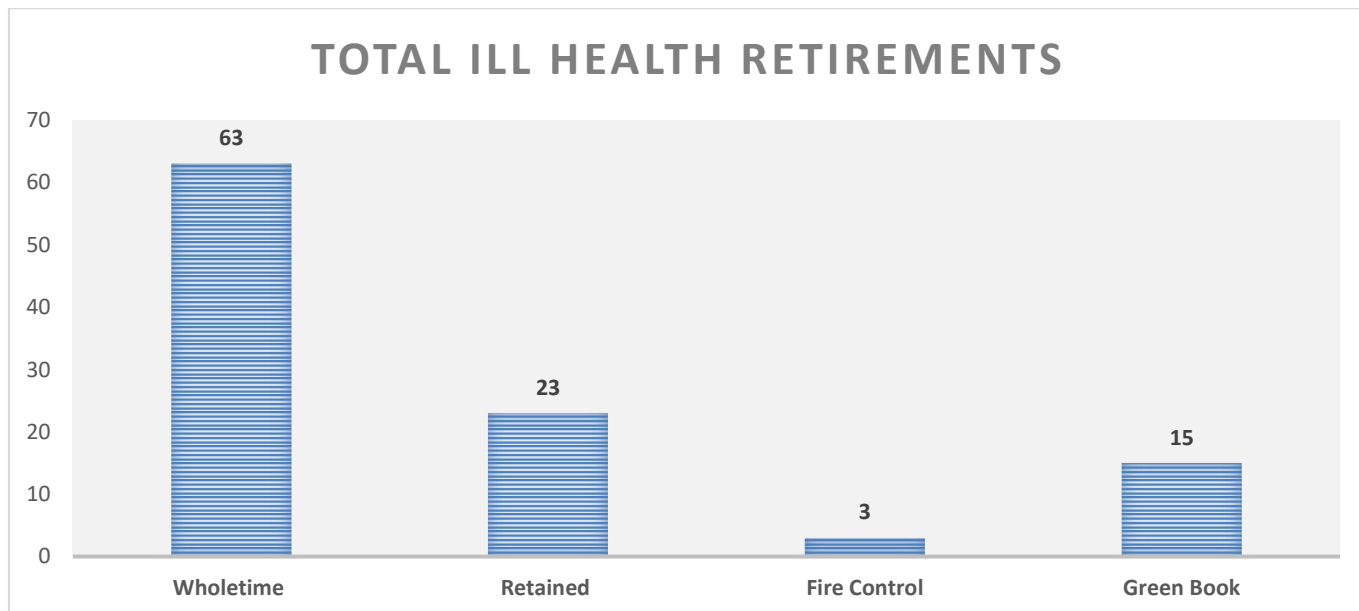


- Greater Manchester FRS has the highest percentage of working days/shifts lost to sickness per Green Book member of staff with 6.06%. During the same period in 2020/21, Northern Ireland FRS had the highest with 4.58%.
- North West Fire Control recorded the lowest percentage of working days/shifts lost to sickness with 0.50% but it needs to be noted the FTE for green book staff is 7.74. Surrey FRS recorded 1.55% absence for Green Book. During the same period in 2020,21 North West Fire Control also recorded the lowest number of working days/shifts lost to absence with 0.15% and Oxfordshire was the next lowest recording 0.60%.
- The average percentage of duty days/shifts lost to sickness per Green Book member of staff during April 2021 to March 2022 was 3.6%.

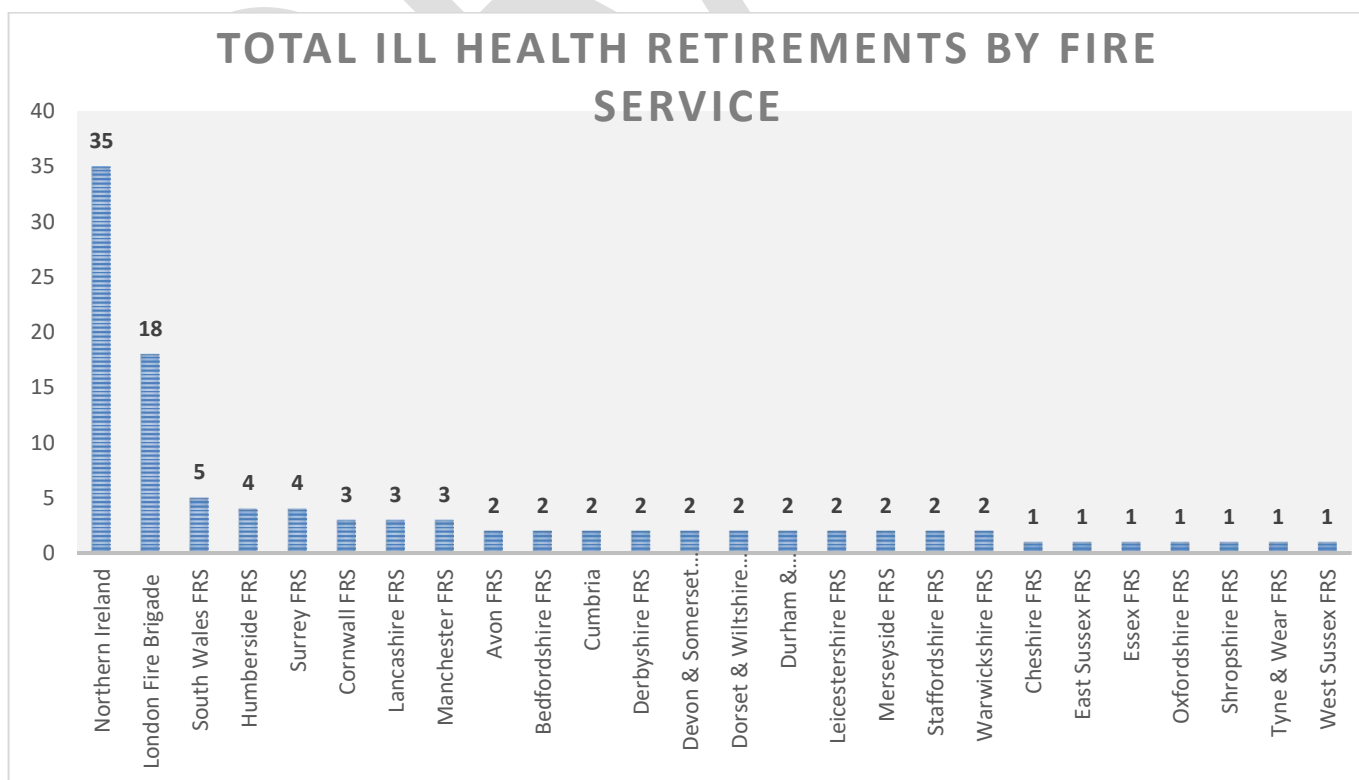
Ill Health Retirements

The following graphs show the total Ill Health Retirements nationally (only for those services which provided data).

There was a total of 104 Ill Health Retirements recorded during the period April 2021 to March 2022, which is a reduction of 2 (-2%) for the same period in 2020/21 when there were 106.



Of the 38 Fire Services (including North West Fire Control) that provided data for the period April 2021 to March 2022, 12 have recorded zero Ill Health Retirements. When comparing to the previous year, of the 39 FRS' submitting data, 14 recorded zero Ill Health Retirements.



Ill Health Retirements

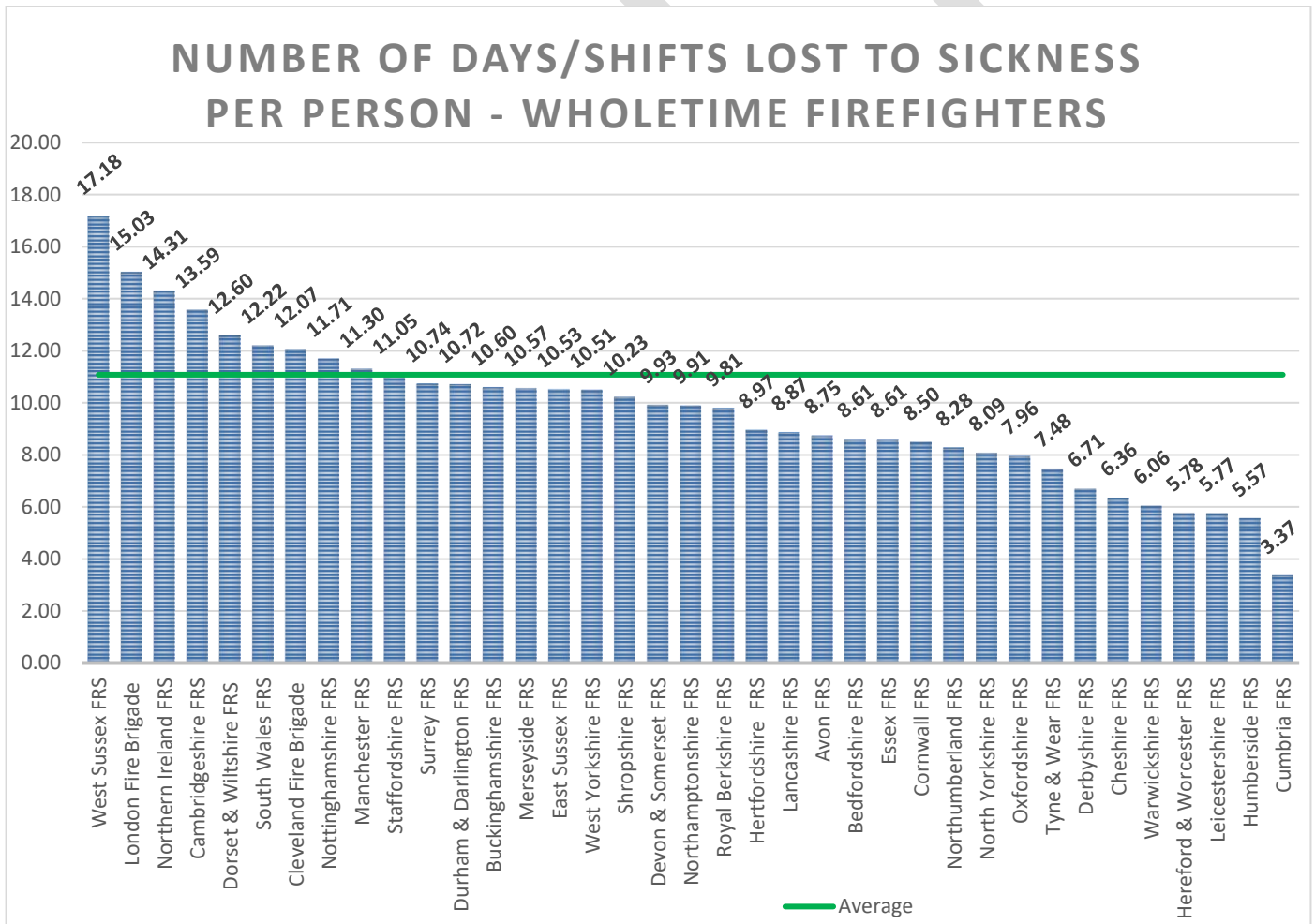
Northern Ireland FRS recorded the highest number of Ill Health Retirements during the period April 2021 to March 2022 with 35 Ill Health retirements. Northern Ireland FRS also recorded the highest during 2020/21, with 31 Ill Health Retirements recorded.

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Analysis: Wholetime Personnel

During the period April 2021 to March 2022, the total days/shifts lost to sickness for Wholetime staff was 223,055.

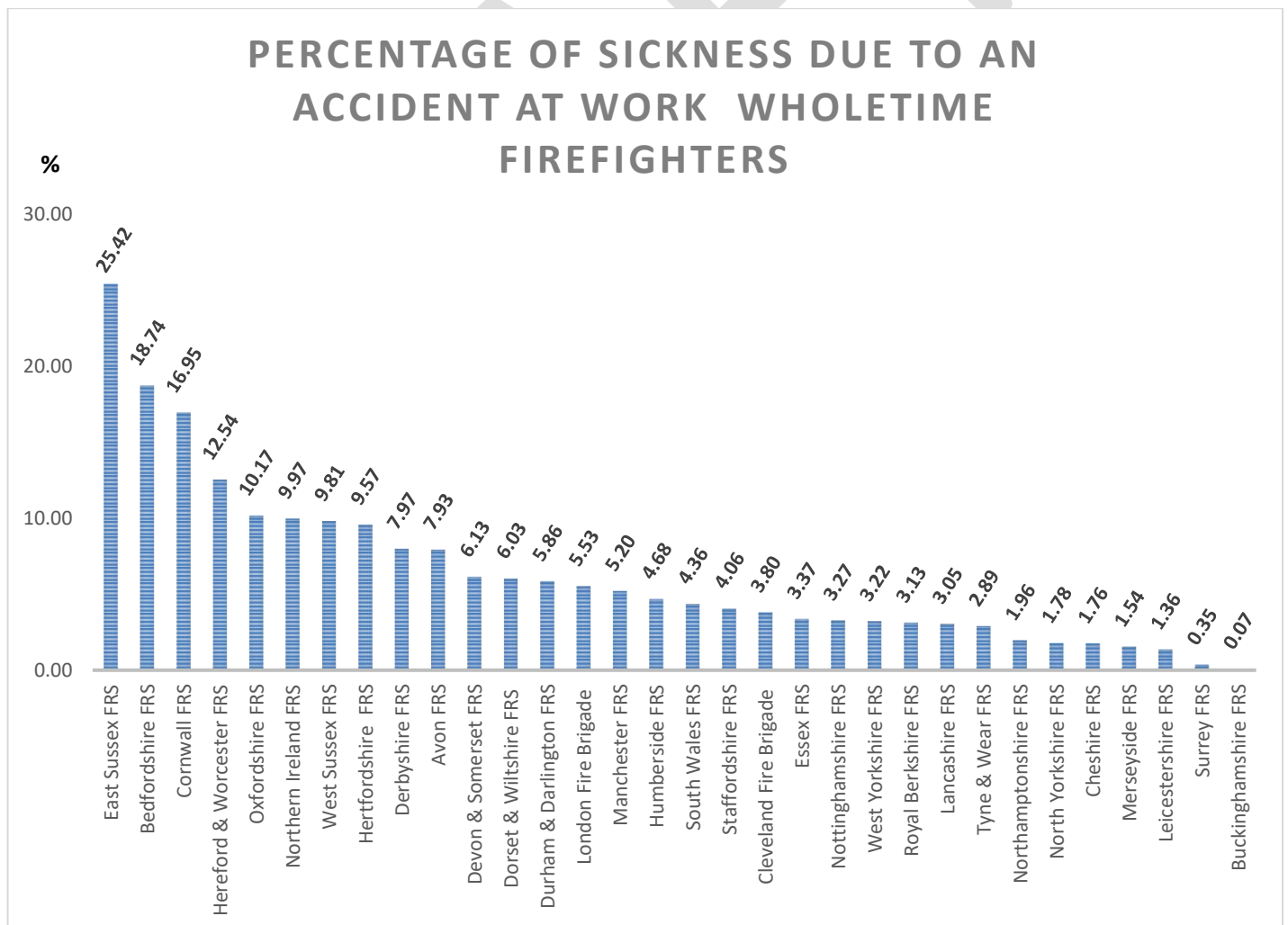
- West Sussex FRS has the highest days/shifts lost to sickness per Wholetime Personnel with 17.18 duty days lost. During the previous year, Shropshire FRS was the highest with 10.41 duty days lost.
- Cumbria FRS has the lowest days/shifts lost to sickness per Wholetime Personnel with 3.37 duty days lost. During the same period the previous year, Warwickshire FRS recorded the lowest with 3.37.
- The average number of duty days lost per Wholetime Personnel is 11.08 duty days. During the same period the previous year, the average was 7.5 duty days lost per employee therefore during 2021/22 a total of 3.58 extra days/shifts were lost per person to sickness absence.



Analysis: Wholetime Personnel

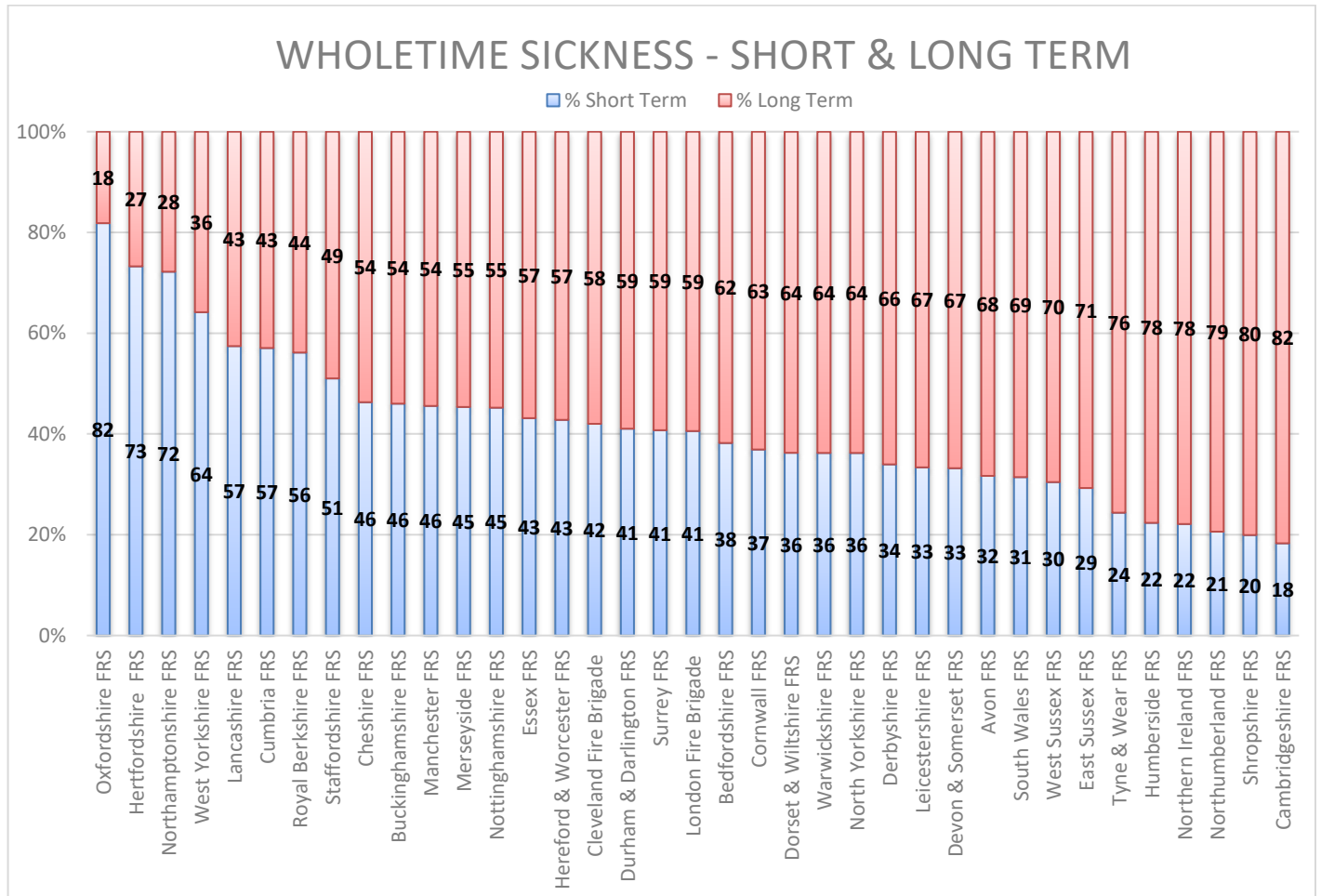
The following graph shows the percentage of sickness that is a result of an accident at work for Wholetime personnel.

- 36 FRS' provided data on sickness due to an accident at work for Wholetime Personnel (North West Fire Control do not have any Wholetime staff and Cambridgeshire did not have this data available). Of the 36 returns, 4 FRS' recorded 0 shifts lost due to accidents at work amongst Wholetime staff (Cumbria, Northumberland, Shropshire and Warwickshire).
- East Sussex FRS has the highest percentage of sickness due to an Accident at work for Wholetime Personnel (25.42%) with Buckinghamshire FRS recording the lowest (0.07%), excluding those mentioned above that recorded 0.
- 5 of the 36 FRS' who submitted a return for this period include absence due to Mental Health issues (stress/depression) where it is perceived to be work related, this equates 14% of Fire and Rescue Services submitting data. However, the recording mechanism for this report does not identify whether stress related absence is actually included in the accident at work sickness figures.



Analysis: Wholetime Personnel

All Fire Services who submitted a return provided details of short and long term sickness. The Graph below illustrates this split.

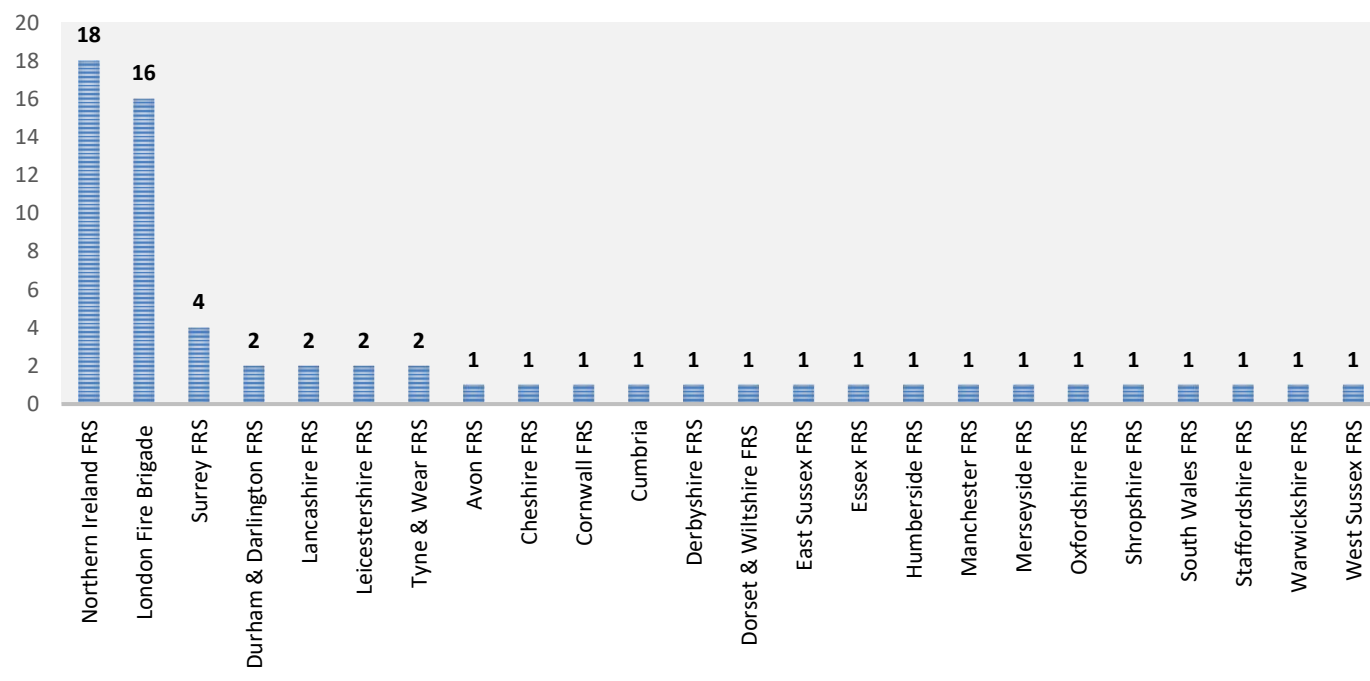


Analysis: Wholetime Personnel

Thirty-Seven Fire and Rescue Services reported data on Ill Health Retirements for Wholetime personnel during the period April 2021 to March 2022.

- Of the 37 reporting FRS', there were a total of 63 Ill health retirements from 24 Services during the period for Wholetime personnel. During the same period in the previous year, there were 48 Ill Health Retirements from 16 Services reported.
- 13 FRS' reported zero Ill Health Retirements for Wholetime personnel during the period April 2021 to March 2022. During the same period in 2020/21, 17 Services recorded zero Ill Health Retirements.

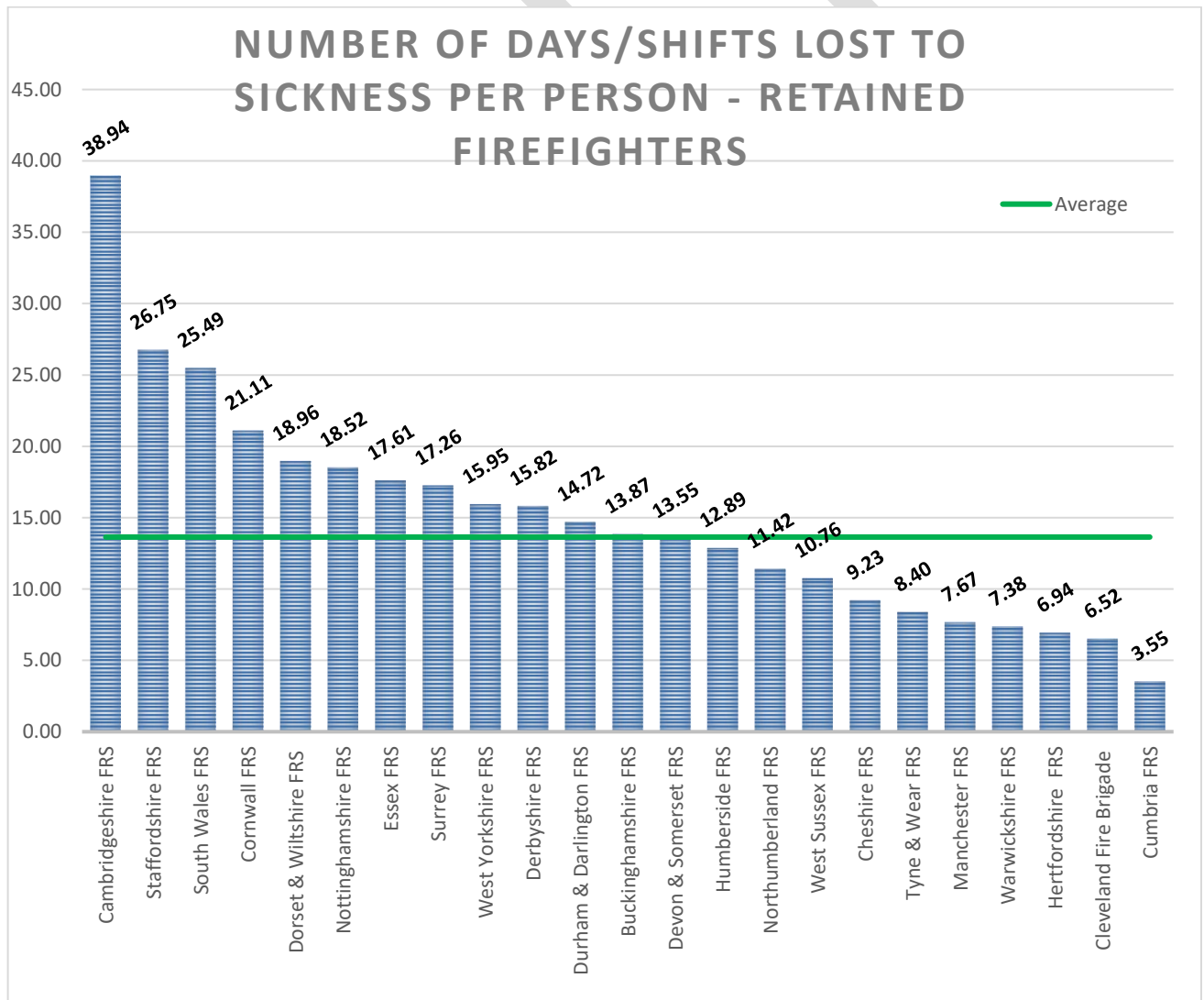
NUMBER OF ILL HEALTH RETIREMENTS - WHOLETEIME FIREFIGHTERS



Analysis: Retained Personnel

For the period April 2021 to March 2022 there was a total of 88,844 days/shifts lost to sickness from the 23 returns received.

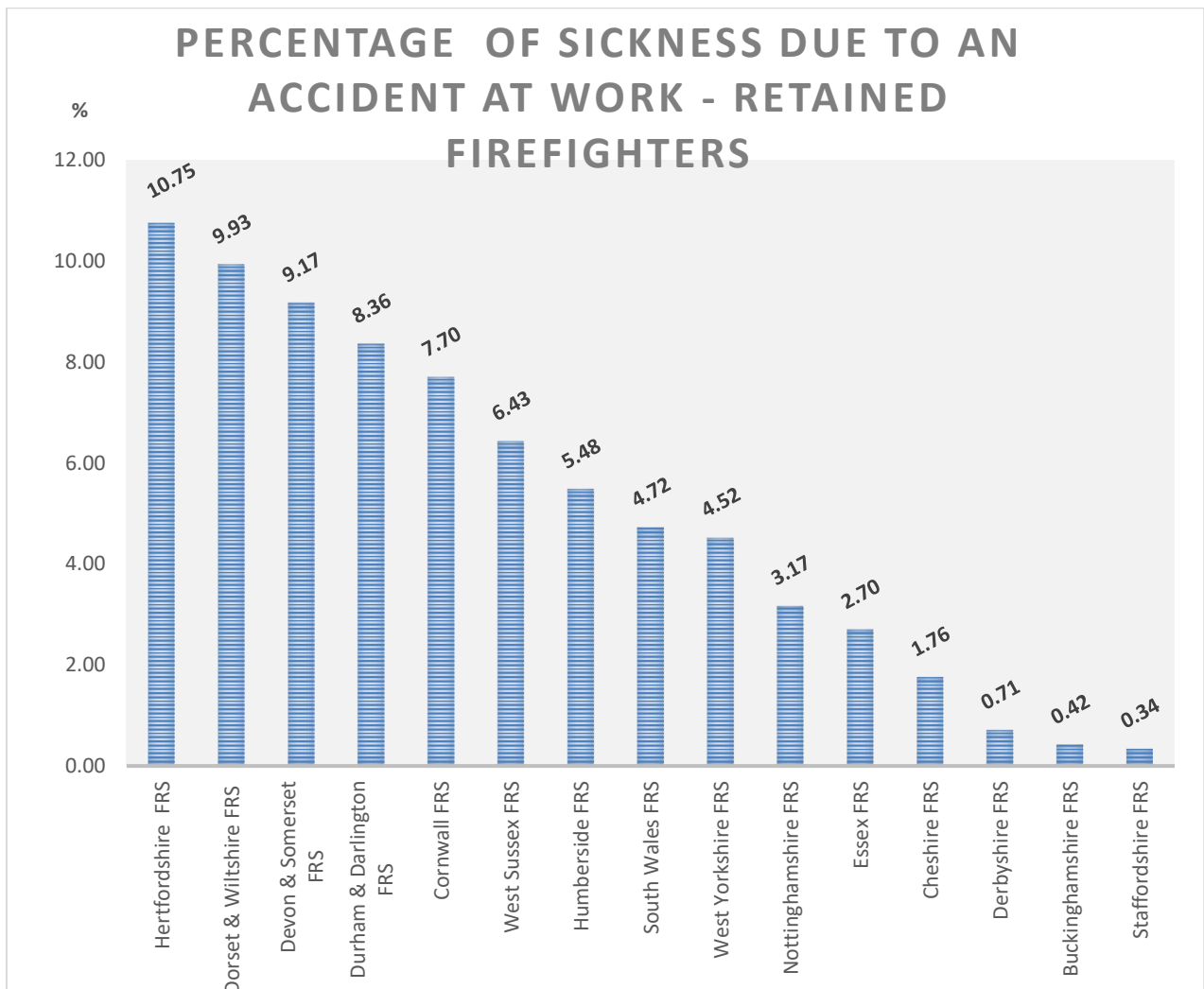
- Cambridgeshire FRS has the highest days/shifts lost to sickness per Retained Personnel with 38.94 shifts. During the same period the previous year, Cornwall FRS was the highest with 15.12 duty days.
- Cumbria FRS recorded the lowest shifts lost with 3.55 per Retained Personnel. During the same period in 2020/21, Greater Manchester FRS was the lowest with zero however, their FTE for retained personnel was 6. The second lowest was Tyne & Wear FRS with 2.67 shifts per Retained Personnel.
- The average number of duty days lost per Retained Personnel is 13.64. The average for the same period the previous year was 8.71, which equates to an increase of 4.93 duty days lost per Retained member of staff.



Analysis: Retained Personnel

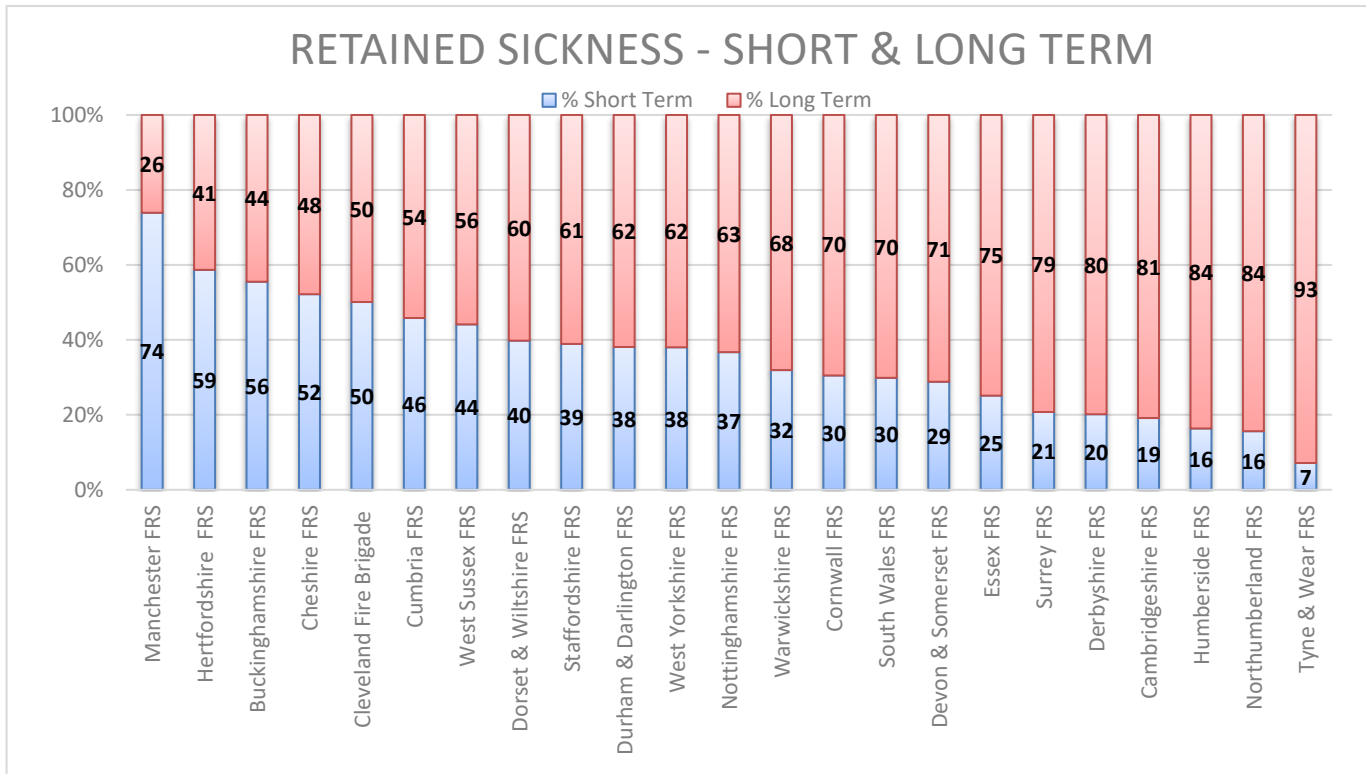
The following graph shows the percentage of sickness that is a result of an accident at work for Retained Personnel.

- Fifteen FRS' reported sickness due to an accident at work for Retained members of staff. From the 15 reporting, FRS' Hertfordshire FRS has the highest percentage of sickness due to an accident at work for Retained Personnel (10.75%) with Staffordshire FRS the lowest (0.35%). Lincolnshire FRS reported the highest percentage during the same period in 2020/21 (21.07%) with Staffordshire FRS again reporting the lowest (0.07%).



Analysis: Retained Personnel

Twenty-three Fire Services provided details of Short and Long Term sickness. The graph below illustrates this split.

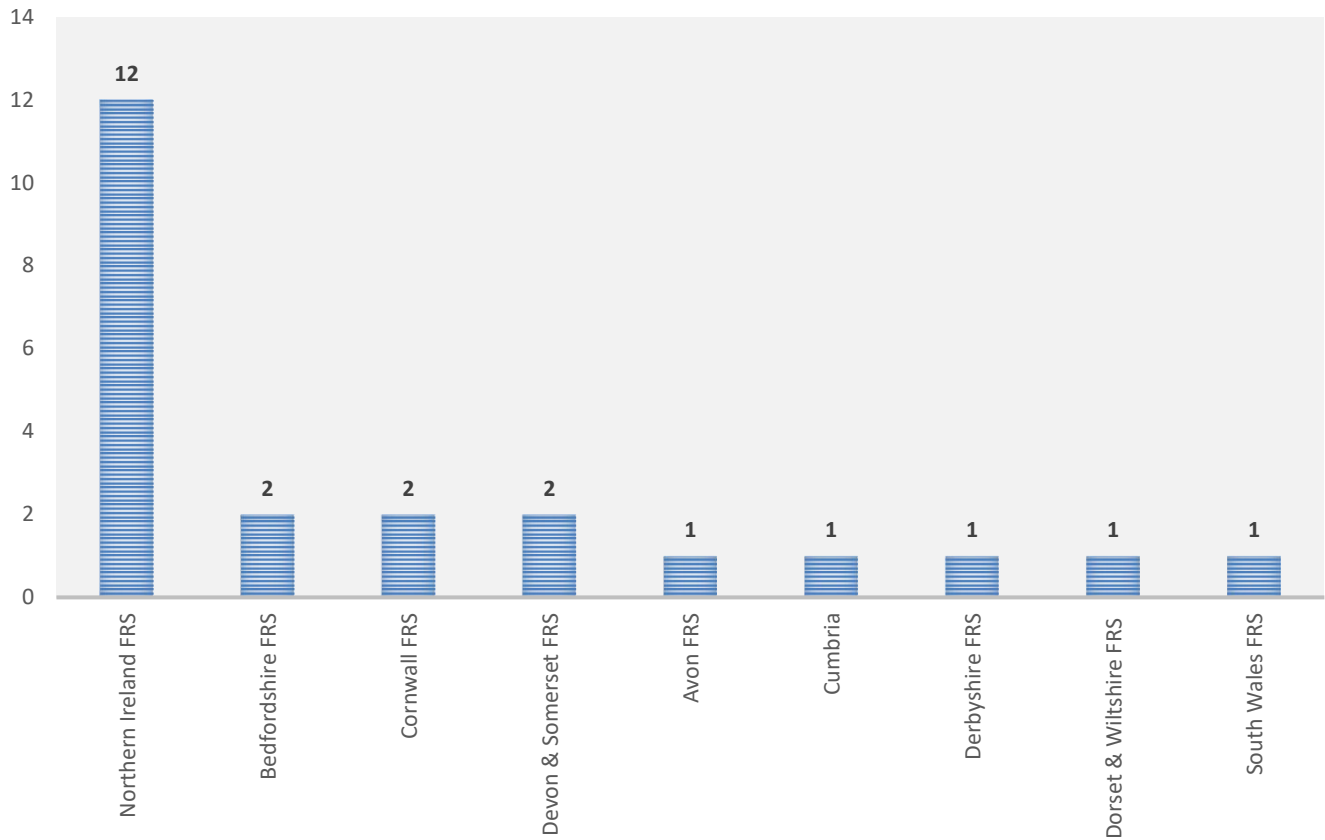


- Twenty-six* Services reported data on Ill Health Retirements for the period April 2021 to March 2022. Of the 26, there were a total of 23 Ill Health Retirements (9 Services) during the period reported. During the same period in 2020/21, there were 33 Ill Health Retirements reported by 13 Services.
- Seventeen Services reported zero Ill Health Retirements for Retained personnel during the period April 2021 to March 2022. During the same period in 2020/21, there were 20 Services which recorded zero Ill Health Retirements.

**Avon, Bedfordshire and Northern Ireland reported on Ill Health Retirement for Retained Duty Staff but did not provide other data on their Retained Staff.*

Analysis: Retained Personnel

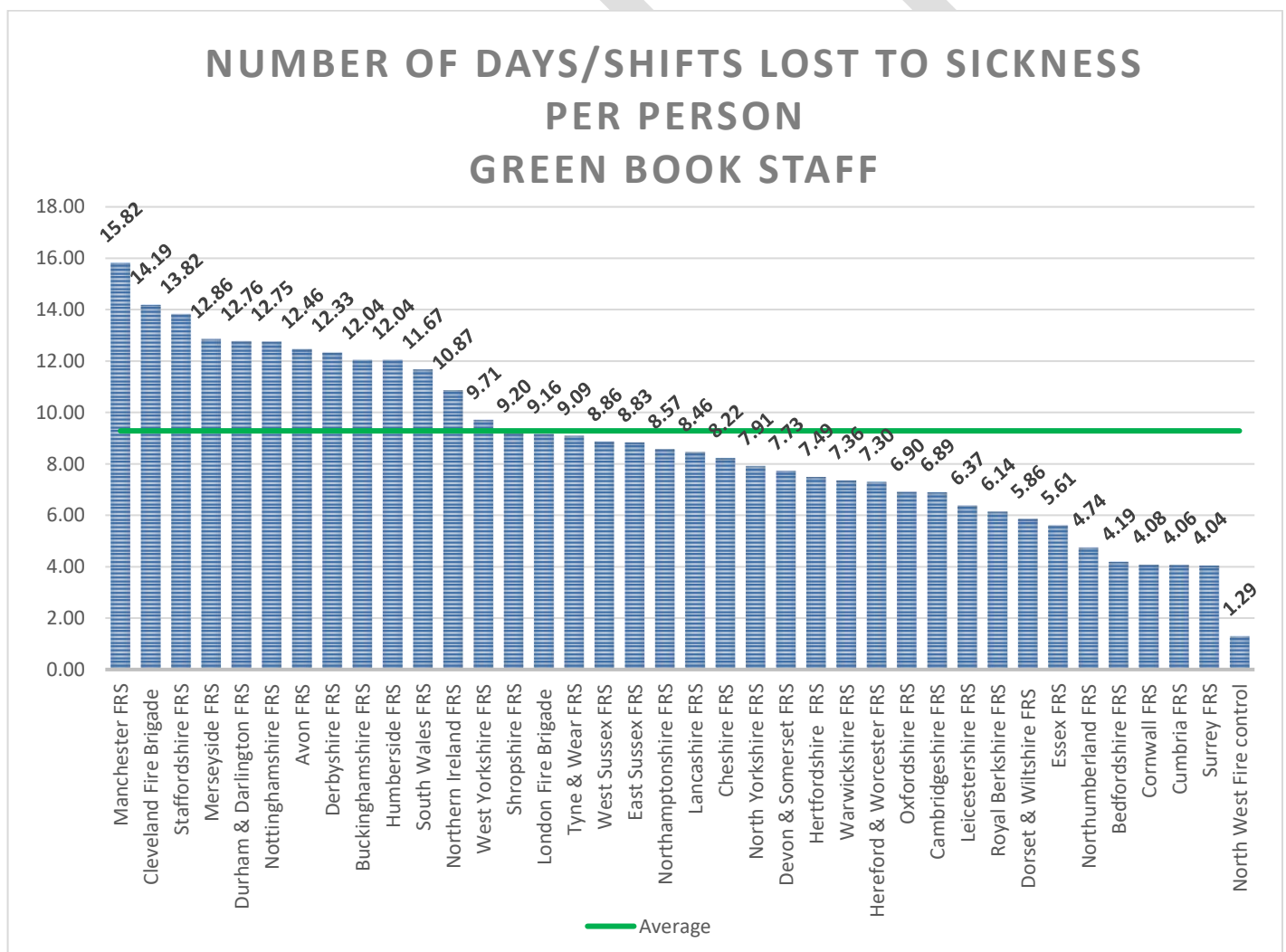
NUMBER OF ILL HEALTH RETIREMENTS - RETAINED FIREFIGHTERS



Analysis: Green Book Employees

During the period April 2021 to March 2022, there were a total of 61,080 days/shifts lost to sickness for Green Book staff.

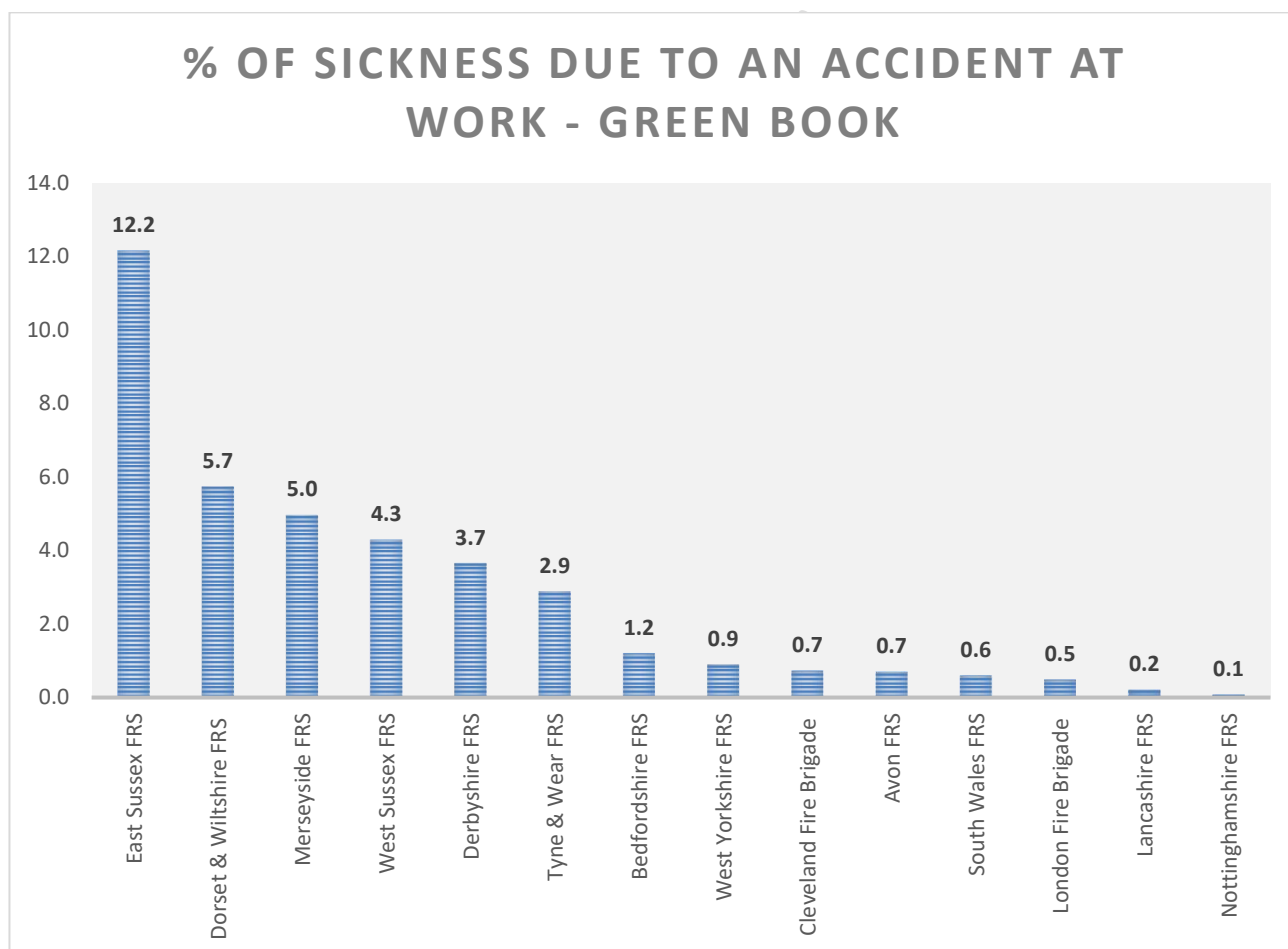
- Greater Manchester FRS has the highest days/shifts lost to sickness per Green Book employee with 15.82 shifts Northern Ireland FRS recorded the highest during the same period in 2020/21 with 11.96.
- North West Fire Control had the lowest days/shifts lost to sickness per Green Book employee with 1.29 shifts, although it should be noted that the FTE for Green Book at North West Control is 7.74. Surrey FRS was the next lowest with 4.04 shifts/days lost per Green Book employee. During the same period in 2020/21, North West Fire Control were the lowest with 0.40 shifts/days lost per Green Book staff, followed by Oxfordshire FRS with 1.57 shifts/days lost.
- The average number of duty days lost per Green Book employee is 9.28 days/shifts compared to 6.78 days for the same period in the previous year, an increase of 2.50 shifts per person.



Analysis: Green Book Employees

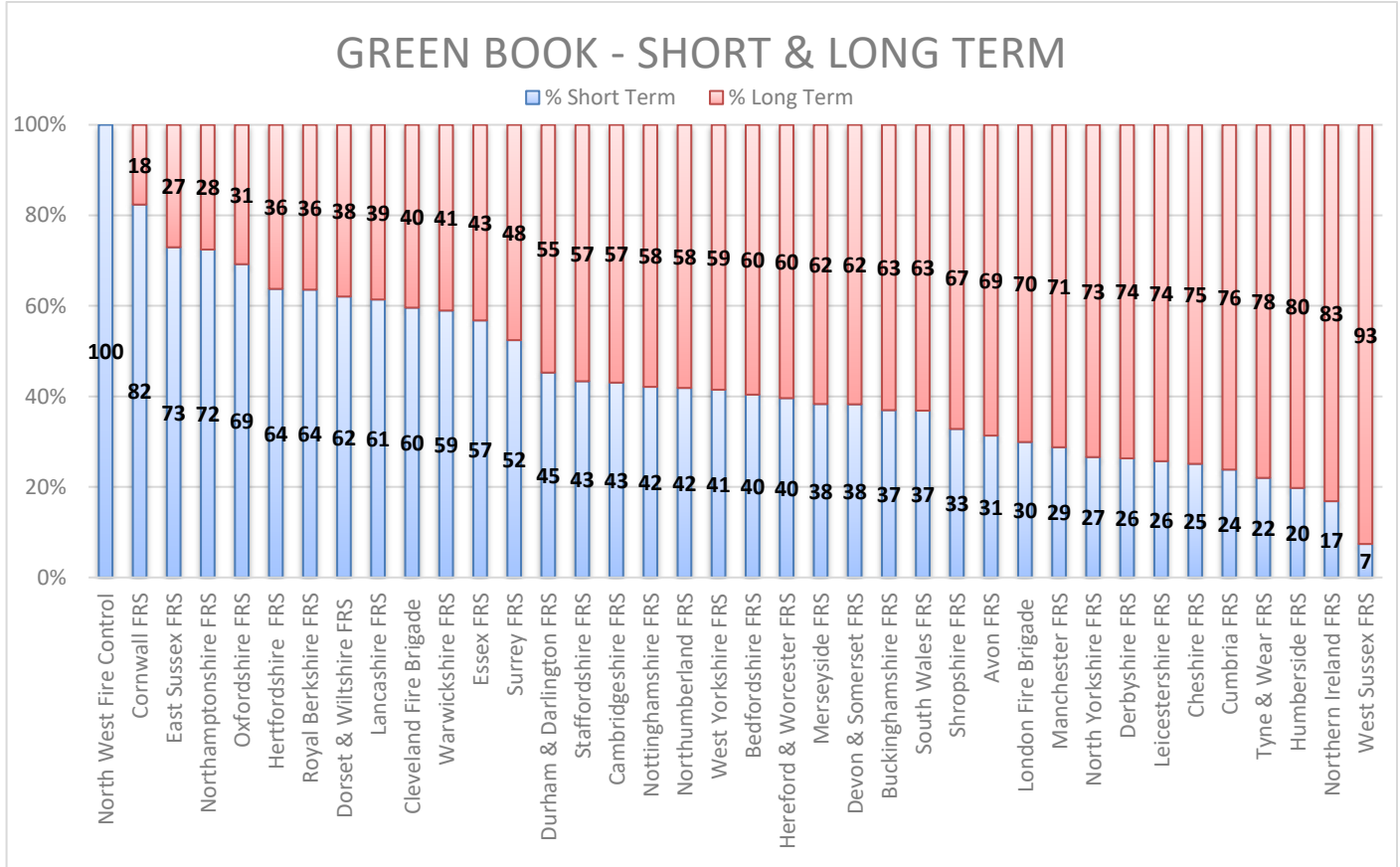
The following graph shows the percentage of sickness that is a result of an accident at work for Green Book staff.

- Fourteen FRS' reported sickness due to an accident at work for Green Book staff members. Of the 14, East Sussex FRS has the highest percentage of sickness due to an accident at work for Green Book employees (12.2%) with Nottinghamshire FRS' recording the lowest (0.1%). During the same period in the previous year, East Sussex FRS was also the highest (16.6%) and Greater Manchester FRS was the lowest (0.1%).



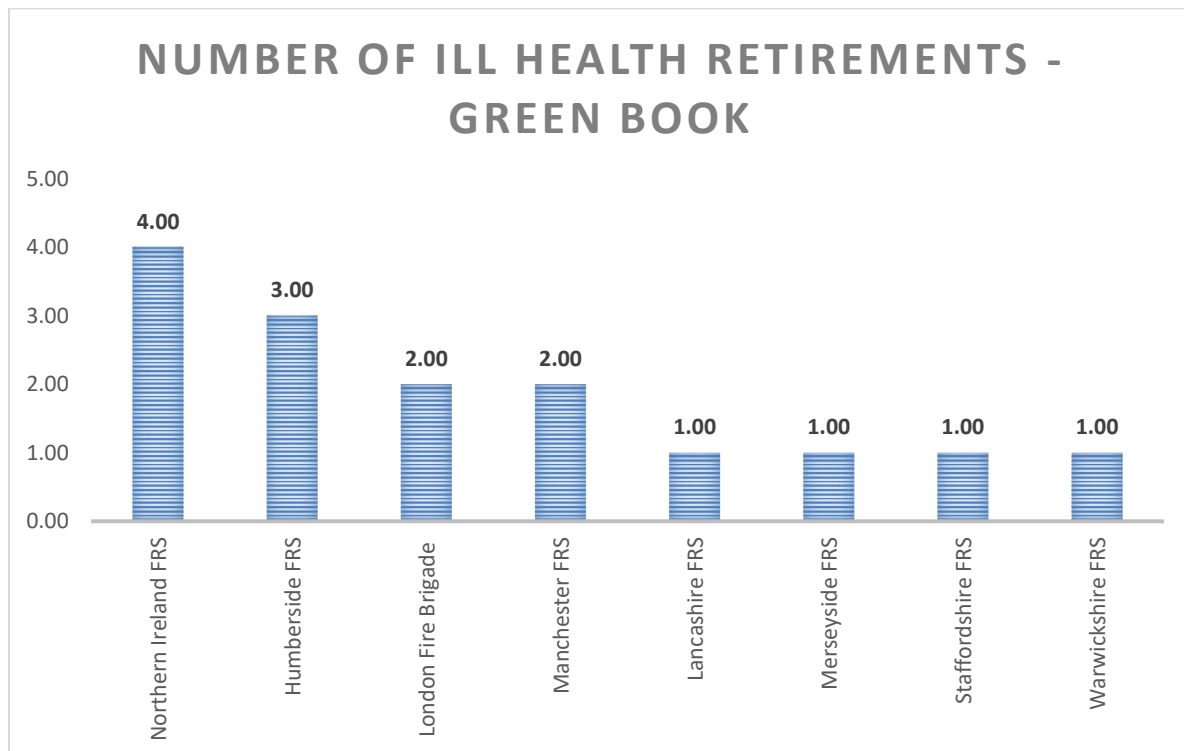
Analysis: Green Book Employees

Thirty-eight Fire Services provided their split between Short and Long Term sickness. The graph below illustrates this split.



Analysis: Green Book Employees

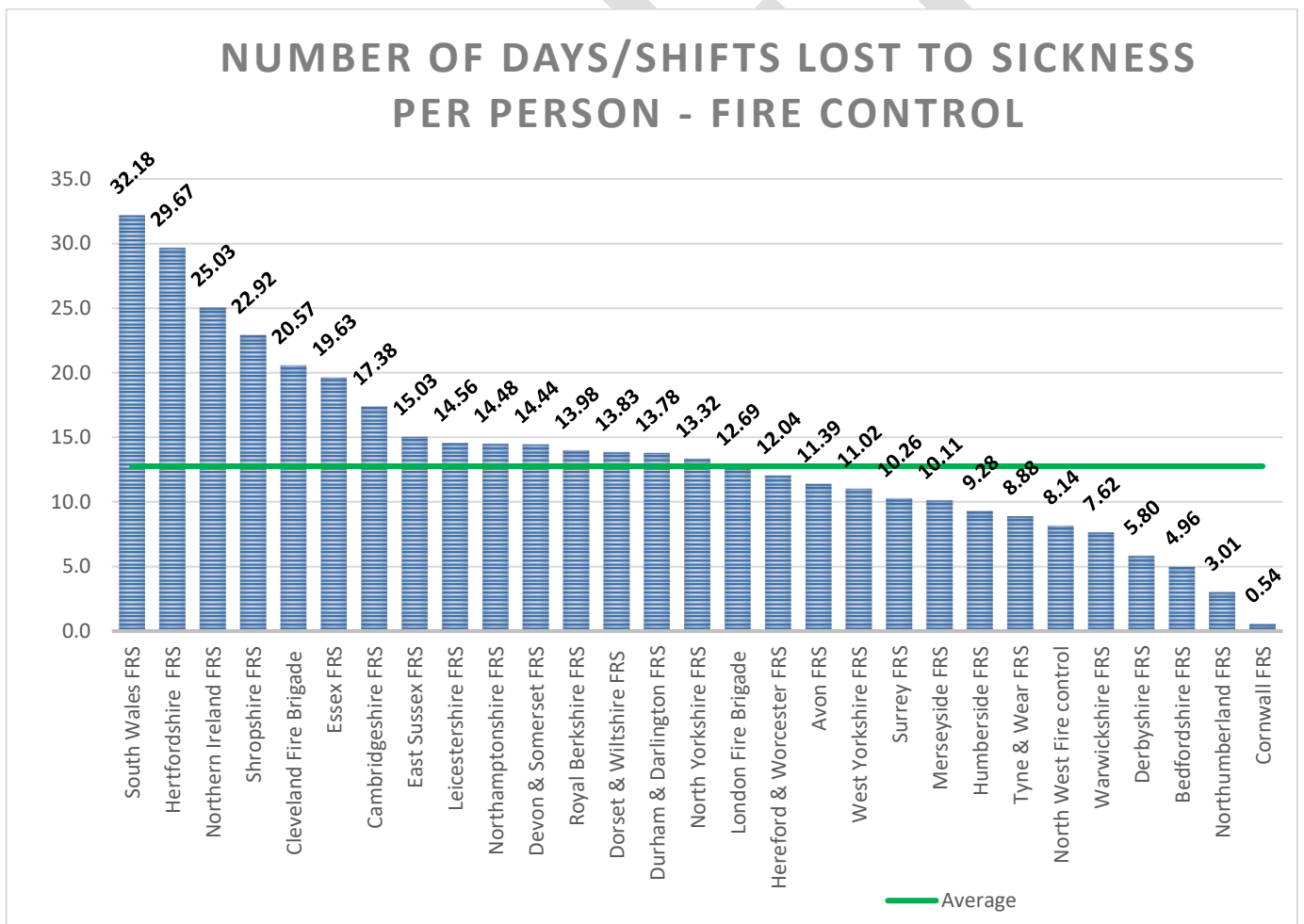
- Thirty-eight Fire and Rescue Services reported data on Ill Health Retirements for Green Book employees during the period April 2021 to March 2022. Of the 38 FRS', there were 15 Ill Health Retirements. During the same period for the previous year, there were 14 Ill Health Retirements.
- Thirty services reported zero Ill Health Retirements for Green Book employees. During the same period the previous year, thirty-one Services reported zero Ill Health Retirements.



Analysis: Fire Control

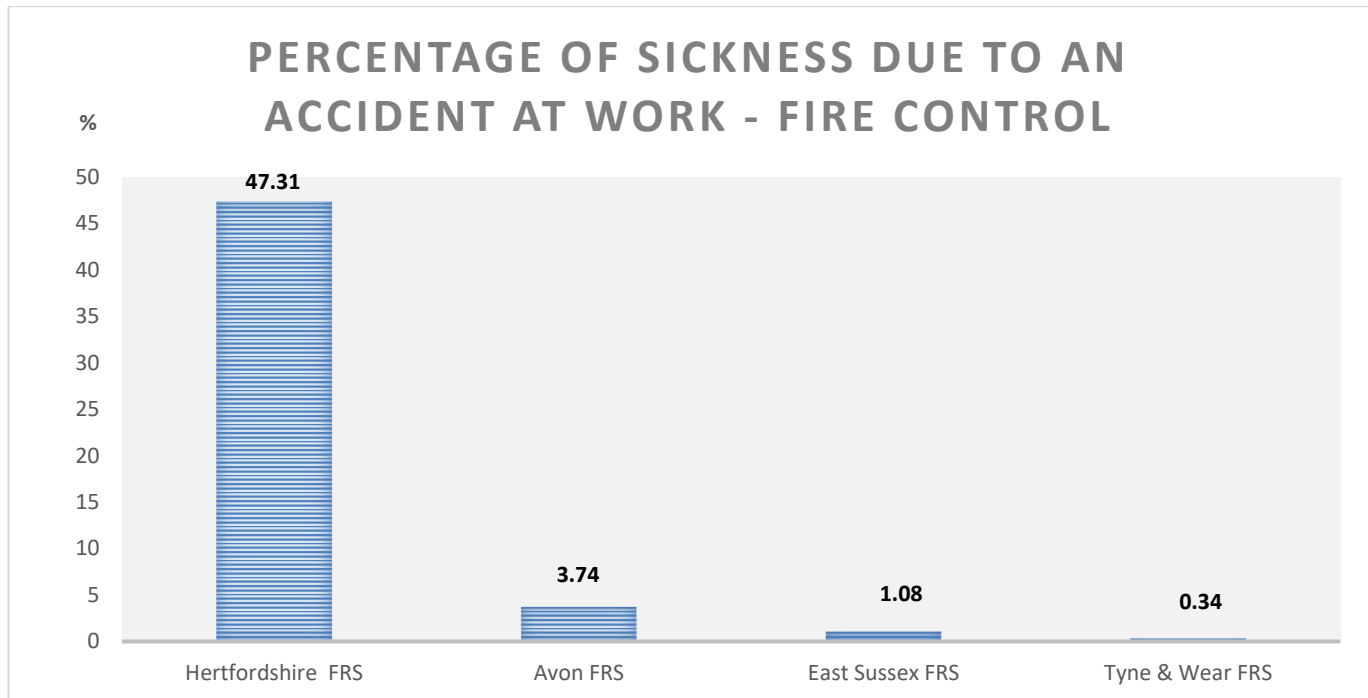
During the period April 2021 to March 2022 there was a total of 13,636 days/shifts lost to sickness.

- South Wales FRS has the highest days/shifts lost to sickness per Fire Control employees with 32.18 shifts. During the same period the previous year, Dorset & Wiltshire was the highest with 16.33 shifts.
- Lancashire FRS recorded zero days/shifts lost to sickness for Fire Control employees, however it should be noted that the FTE for Fire Control is 1. The lowest number of days/shifts recorded after this is Cornwall FRS with 0.54 shifts/days lost per Fire Control employee. Cornwall FRS reported the lowest during the same period in 2020/21 with 0.73 shifts.
- The average number of duty days lost per Fire Control employee is 12.77 shifts per operator compared to 8.04 duty days during the same period in 2020/21. This is an increase of 4.73 duty days per member of Fire Control.

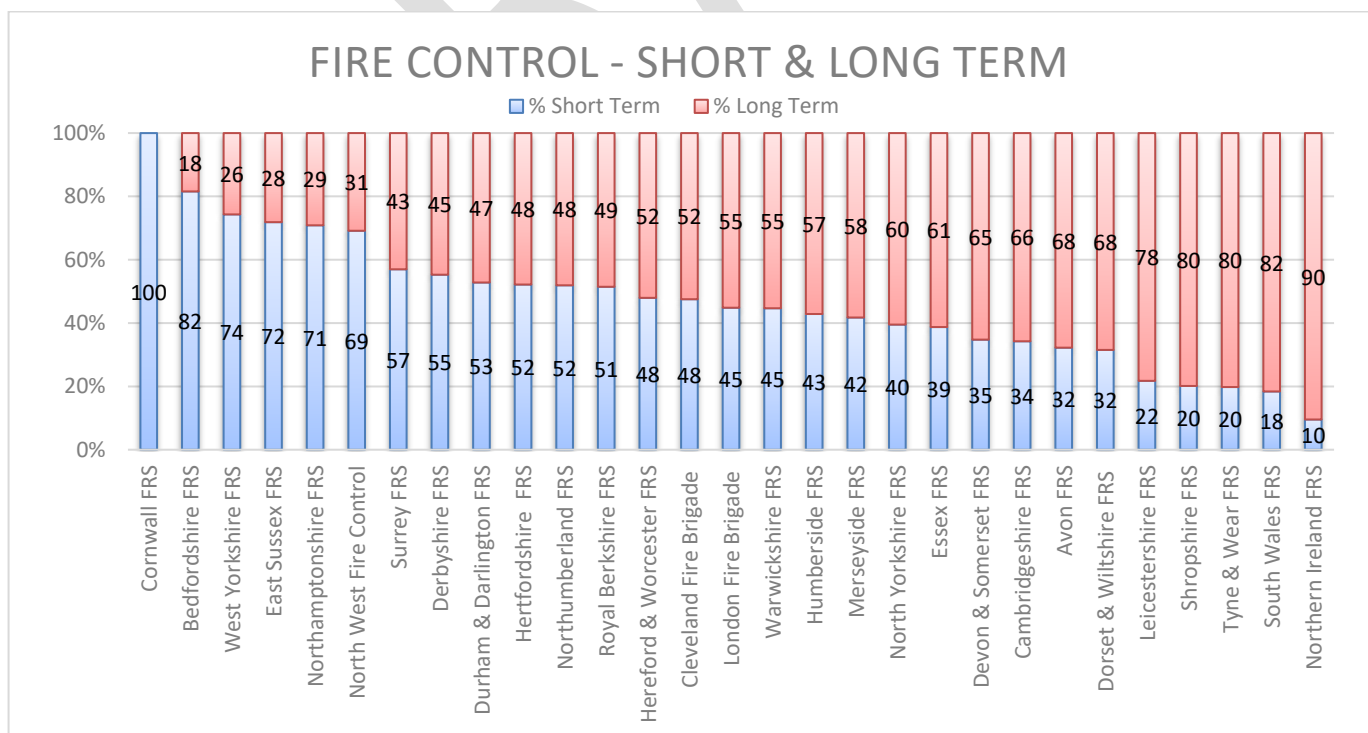


Analysis: Fire Control

Four FRS' have recorded sickness absence due to an Accident at Work for Fire Control Personnel for the period April 2021 – March 2022.



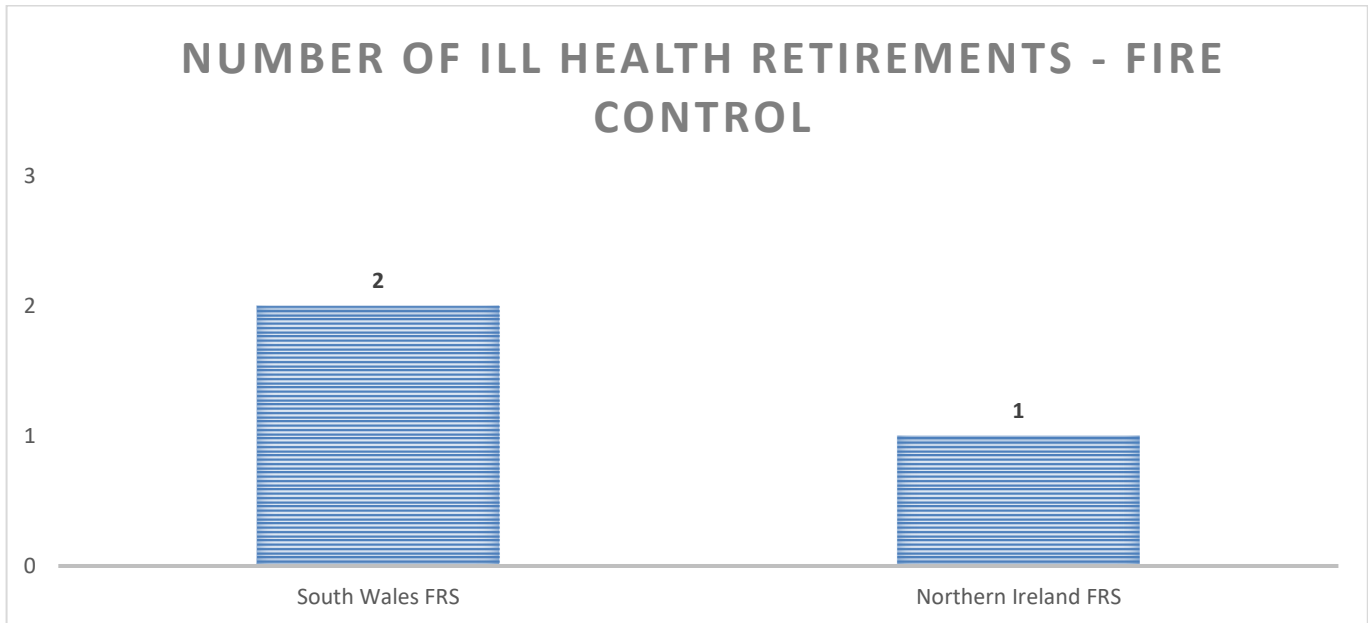
Thirty-one Fire Services provided their split between Short and Long Term sickness. The graph below gives an illustration of the split. Lancashire FRS are not on the graph as they have recorded zero absences for Fire Control staff.



Analysis: Fire Control

Ill Health Retirements

- South Wales FRS recorded 2 and Northern Ireland FRS recorded one Ill Health Retirement for Fire Control Staff. During the same period for 2020/21, there was one Ill Health Retirement each reported by London Fire Brigade, Humberside and Northern Ireland FRS' respectively.



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