

# **National Fire and Rescue Service Sickness Absence Report**



**April 2022 — March 2023**

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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 (FRS) have been validated using their quality assurance processes and calculated in accordance with the definitions provided.

Please note owing to recording mechanisms and sickness absence policies within the various FRS' Covid 19 Sickness for some FRS' is not included in their totals. This must therefore be borne in mind when comparing sickness levels historically. The number of FRS' who included Covid 19 data is detailed below:

- Of the 34 responses received for Wholetime sickness data, 31 FRS' (91% of all Wholetime returns) indicated that they include COVID 19 sickness absence data in the main causational breakdowns provided;
- Of the 21 responses received for Retained sickness data, 19 FRS' (90% of all Retained returns) indicated that they include COVID 19 sickness absence data in the main causational breakdowns provided;
- Of the 27 responses received for Fire Control sickness data, 24 FRS' (89% of all Fire Control returns) indicated that they include COVID 19 sickness absence data in the main causational breakdowns provided;
- Of the 35 responses received for Green Book sickness data, 32 FRS' (91% of all Green Book returns) indicated that they include COVID 19 sickness absence data in the main causational breakdowns provided.

The FRS' providing data may change. For the Q4 2022/23 report, a total of 35 FRS' have returned data. This is the same number that provided data in Q3 2022/23 and two fewer than provided data in the same period in Q4 2021/22. This should also be taken into consideration when comparing sickness levels and the proportion of causes of sickness historically.

It should also be noted that although 35 FRS' have returned data during Q4 2022/23, which is the same overall number as Q3 2022/23, the 35 contributors differ to the 35 that submitted data to Q3 2022/23 and therefore some areas of sickness are showing a reduction to the actual numbers reported in the Q3 2022/23 report.

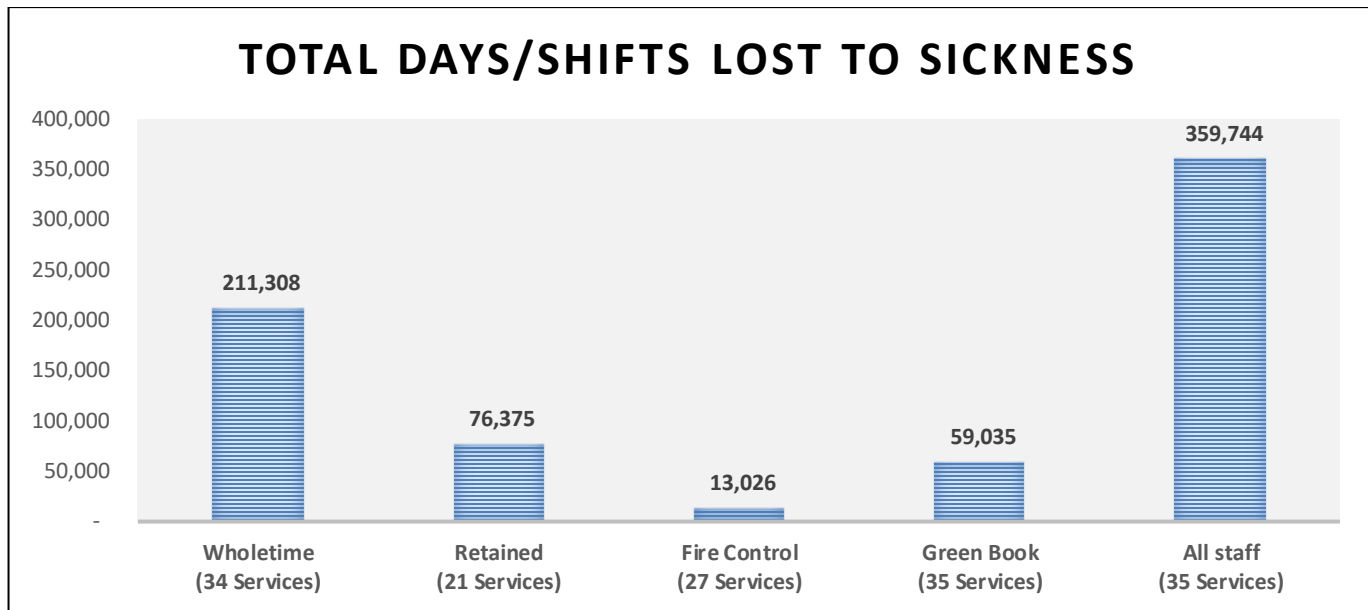
## Services that provided data:

- Avon FRS
- Bedfordshire FRS
- Buckinghamshire FRS
- Cambridgeshire FRS
- Cheshire FRS
- Cleveland Fire Brigade
- Cornwall FRS
- Derbyshire
- Devon & Somerset FRS
- Dorset & Wiltshire FRS
- Durham & Darlington 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
- Northumberland FRS
- Nottinghamshire FRS
- Oxfordshire FRS
- Royal Berkshire FRS
- Shropshire FRS
- South Yorkshire 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

The graph below shows the total days/shifts lost to sickness nationally (only for those services which provided data) for the period April 2022 – March 2023. In Q4 2021/22, 37 Fire and Rescue Services provided either all or part of the data requested. The number of participating FRS for the same period in 2022/23 has decreased to 35 (Including North West Fire Control).



During this period, from the Fire Services who submitted data, there have been 359,744 shifts lost to sickness absence arising from 38,870 separate occurrences for all staff groups equating to **11.91** shifts per member of staff.

There are three main causes of sickness absence for all staff groups; Musculo-Skeletal (109,877 shifts) accounting for 31% of all sickness absence followed by Mental Health (77,794 shifts) which accounts for 22% of sickness absence and Respiratory (42,953 shifts) accounting for 12% of sickness absence.

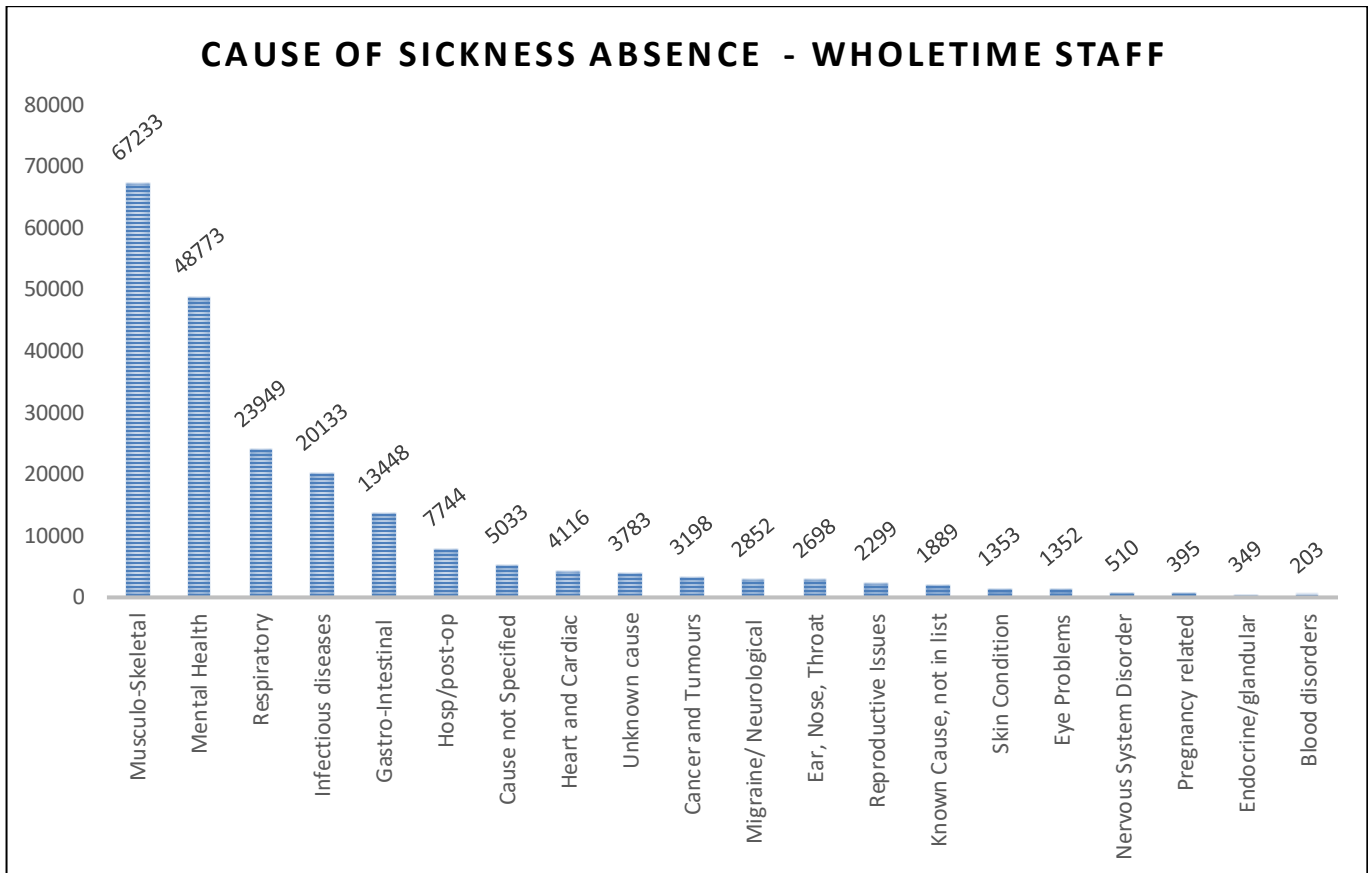
The following sections analyse sickness absence into the four main categories of employees within the Fire and Rescue Services; Wholetime, Retained, Fire Control and Green Book.

# Sickness Absence – National Total Data Wholetime

## Causes of Sickness Absence - Wholetime Staff

(34 of 34 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:

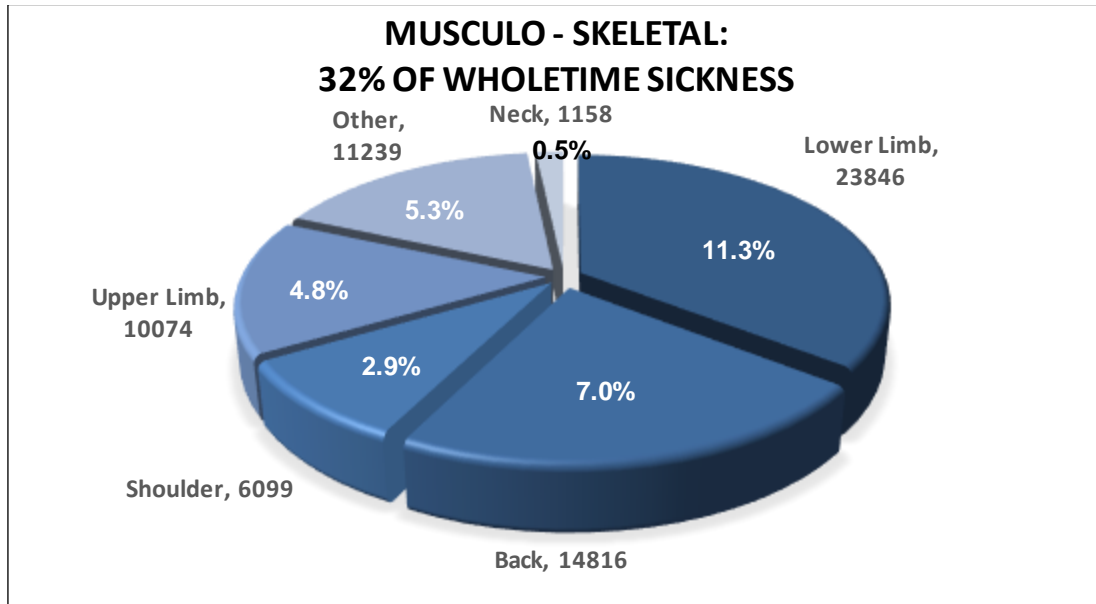


A total of 211,308 days/shifts have been lost to sickness absence during 2022/23. During the same reporting period 2021/22, Wholetime sickness recorded 222,300 shifts lost due to sickness absence therefore showing that during 2022/23 there has been a 5% reduction in Wholetime sickness absence nationally.

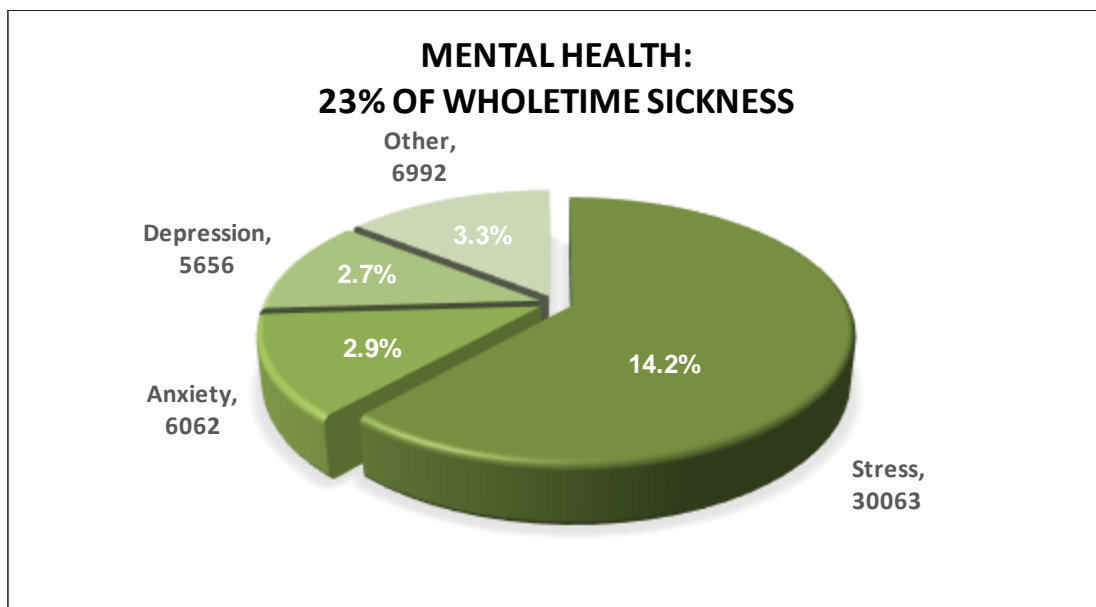
The top three causes of sickness reported for Wholetime staff are Musculo-Skeletal, Mental Health and Respiratory. These three causes accounted for 66% (139,954) of sickness absence reported for Wholetime staff nationally. In the previous period (Q3 2022/23) these causes also accounted for 66% of all absence and 70% in the same period of the previous year (Q4 2021/22).

# 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:



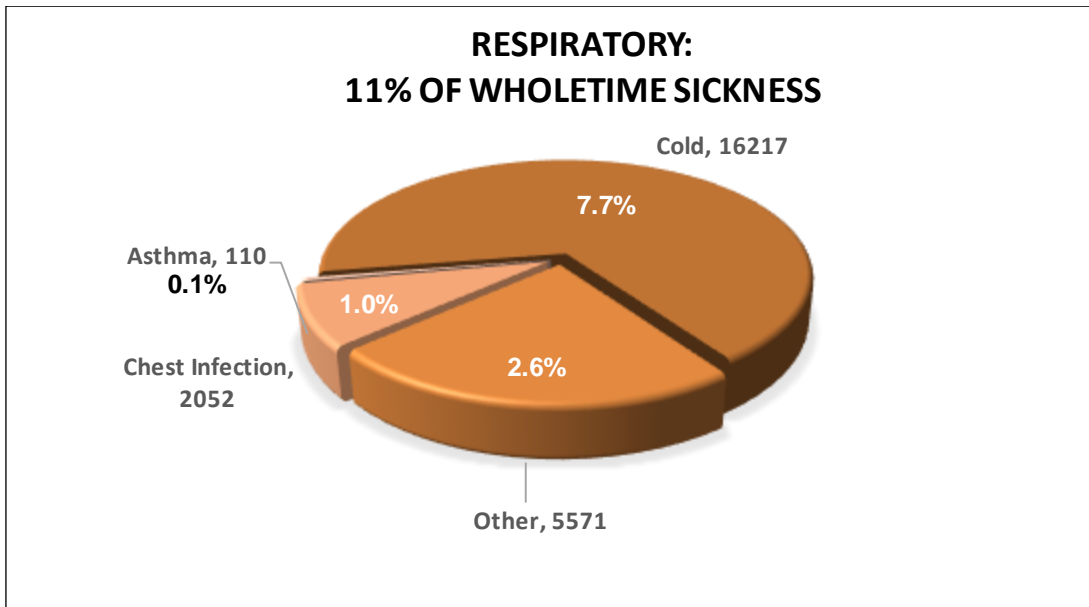
Musculo-Skeletal related absence accounts for 32% (67,233 shifts lost) of the total absence for Wholetime staff. Lower Limb was recorded as the highest, with 11.3% (23,846 shifts lost) followed by Back issues with 7.0% (14,816 shifts lost). For the same period in the previous year, Musculo-Skeletal also accounted for 32% shifts lost.



Mental Health reasons for sickness absence accounted for 23% (48,773 shifts lost) for Wholetime personnel absence and is the second highest reason for absence after Musculo-Skeletal. Stress is the highest factor within the Mental Health categories and accounts for 14.2% of all Wholetime sickness (30,063). For the same period in the previous year, Mental Health accounted for 22% of reported sickness absence.

# Sickness Absence – National Total Data Wholetime

416



Respiratory reasons for sickness in Wholetime staff accounts for 11% (23,949 shifts), which is the third highest cause of all Wholetime sickness during the reporting period. The Common Cold accounts for the highest absence within the Respiratory group with 7.7% (16,217) shifts lost. During the previous financial year of 2021/22, Respiratory reasons for sickness accounted for 7.6% of days/shifts lost.

It should be noted that during 2022/23, more FRS' are now incorporating COVID statistics into their main sickness data, which had previously been excluded from their returns, and therefore this may be responsible for changes in some areas associated with COVID such as Respiratory/Infectious Diseases as each FRS will categorise COVID related sickness according to their own individual policies.

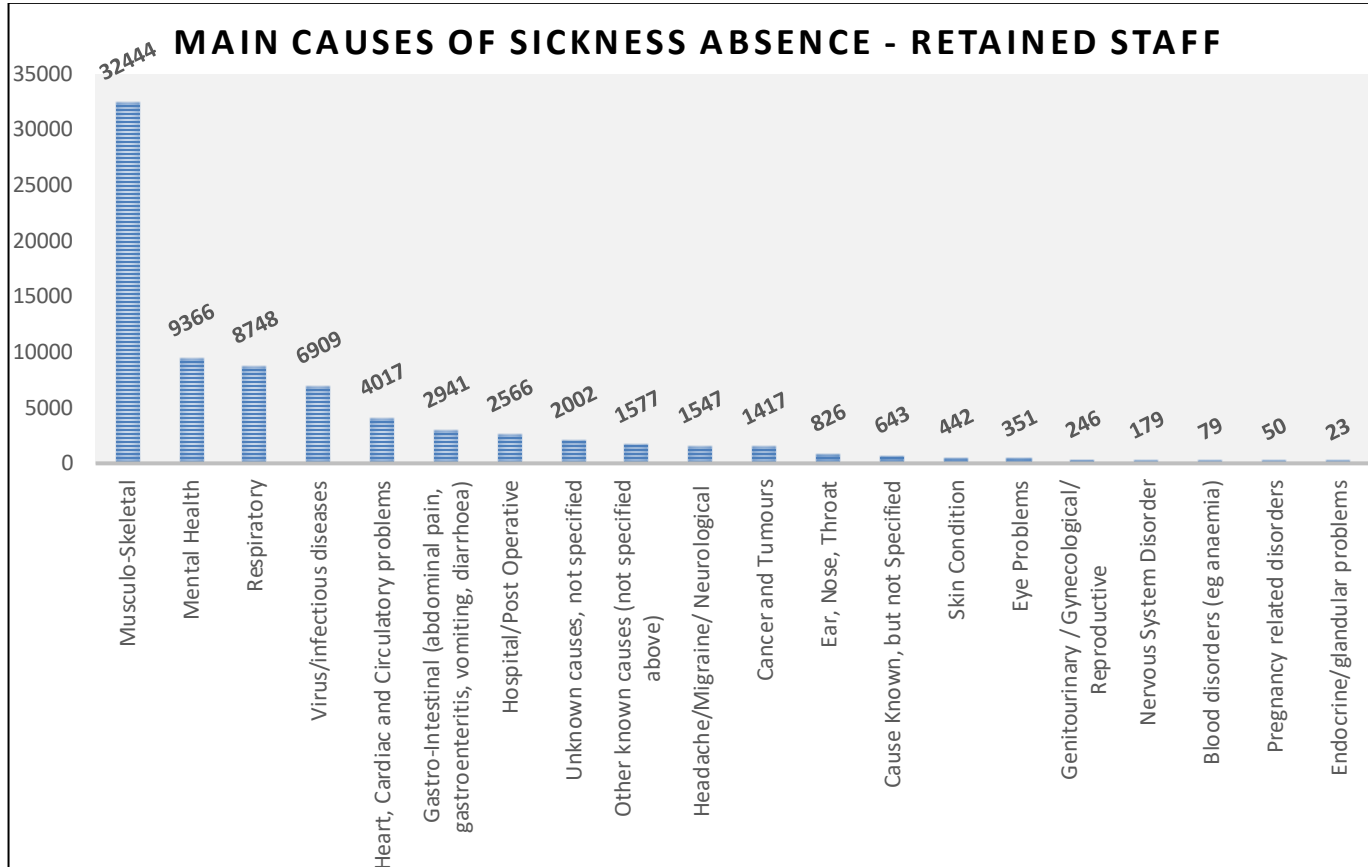


# Sickness Absence – National Total Data Retained

## Causes of Sickness Absence - Retained Staff

(21 of 21 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:



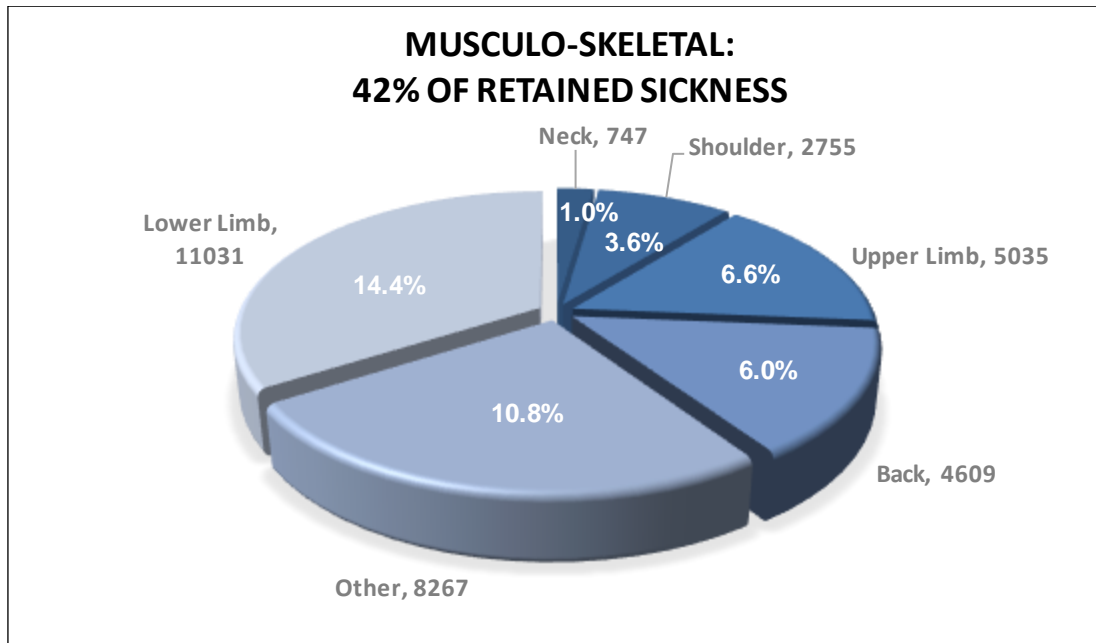
\*Please note that due to some data being submitted as a fraction of a shift, the graph above has rounded these figures up and therefore may differ slightly to the total below.

A total of 76,375 days/shifts were reported lost to sickness absence during 2022/23. During the same reporting period 2021/22, Retained sickness recorded 87,483 shifts lost due to sickness absence, therefore showing that during 2022/23 there has been a 13% reduction in reported Retained sickness absence nationally.

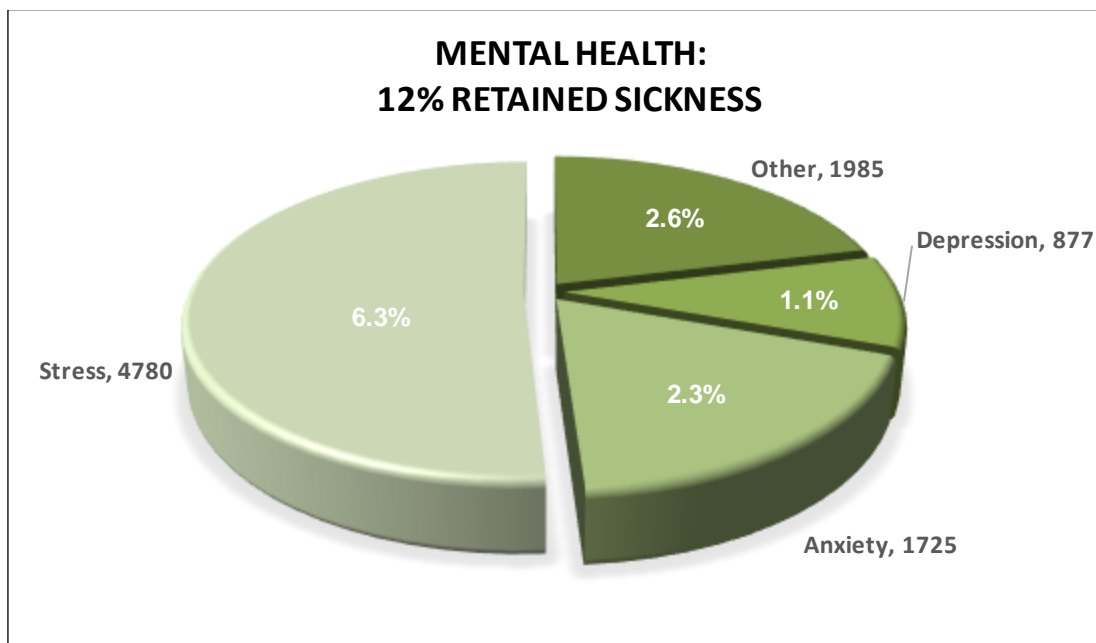
The top three causes of sickness reported for Retained staff are Musculo-Skeletal, Mental Health and Respiratory. These three causes accounted for 66% (50,559) of all sickness absence for Retained staff nationally. In 2021/22, these causes accounted for 69% of sickness absence for this staff group.

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 – National Total Data Retained

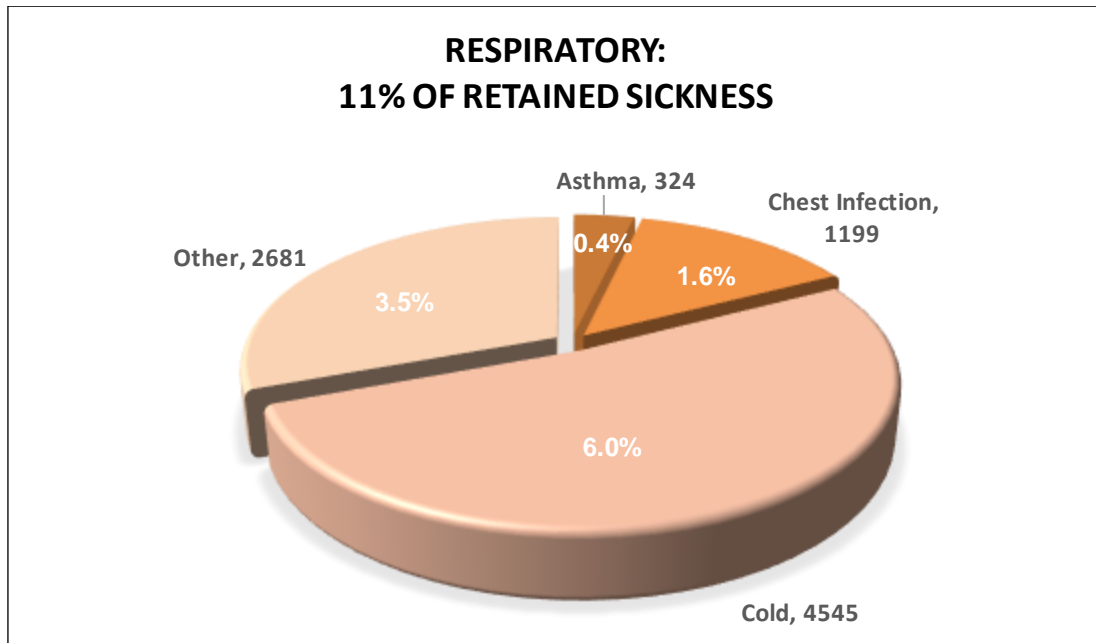


Musculo-Skeletal related absence accounts for 42% (32,444 shifts lost) of the total absence for Retained staff. Lower Limb is the highest within this category with 14.4% (11,031 shifts lost) followed by 'Other' accounting for 10.8% (8,267 shifts lost). Lower Limb reasons for absence are higher than all other causes of absence reported for Retained staff. In the previous year, Musculo-Skeletal accounted for 43% of reported Retained sickness.



Mental Health reasons for sickness absence accounts for 12% (9,366 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 6.3% (4,780) of Retained sickness absence. For the same period in the previous year, Mental Health accounted for 18% showing a 6% reduction in Mental Health absences year on year as a proportion of Retained shifts lost.

## Sickness Absence – National Total Data Retained



Respiratory related absence for Retained staff accounts for 11% of all Retained Sickness absence (8,748 shifts) and is the third most common recorded cause of absence. The Common Cold accounts for the most absences within this sub category, with 6.0% of all absences.

When comparing the percentage of Retained sickness absence to the same period in the previous year, Respiratory reasons accounted for 8%, therefore demonstrating a year on year increase of 3% in Retained shifts lost due to Respiratory causes as a proportion of Retained shifts lost.

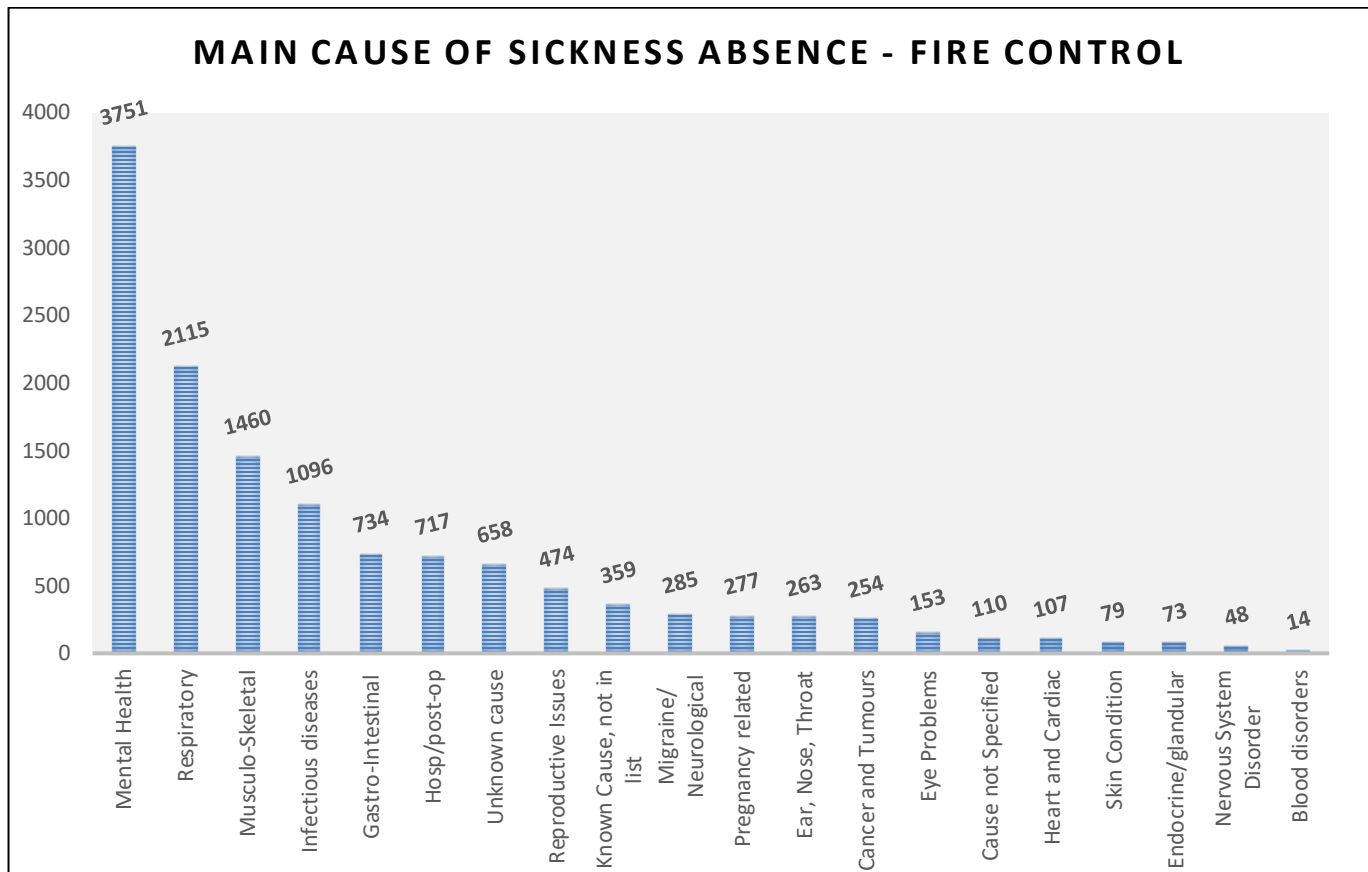
As previously mentioned, it should be noted that during 2022/23, more FRS' are now incorporating COVID statistics into their main sickness data, which had previously been excluded from their returns, and therefore this may be responsible for changes in some areas associated with COVID such as Respiratory/Infectious Diseases as each FRS will categorise COVID related sickness according to their own individual policies.

# Sickness Absence – National Total Data Fire Control

## Causes of Sickness Absence – Fire Control

(27 of 27 Services submitted data)

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



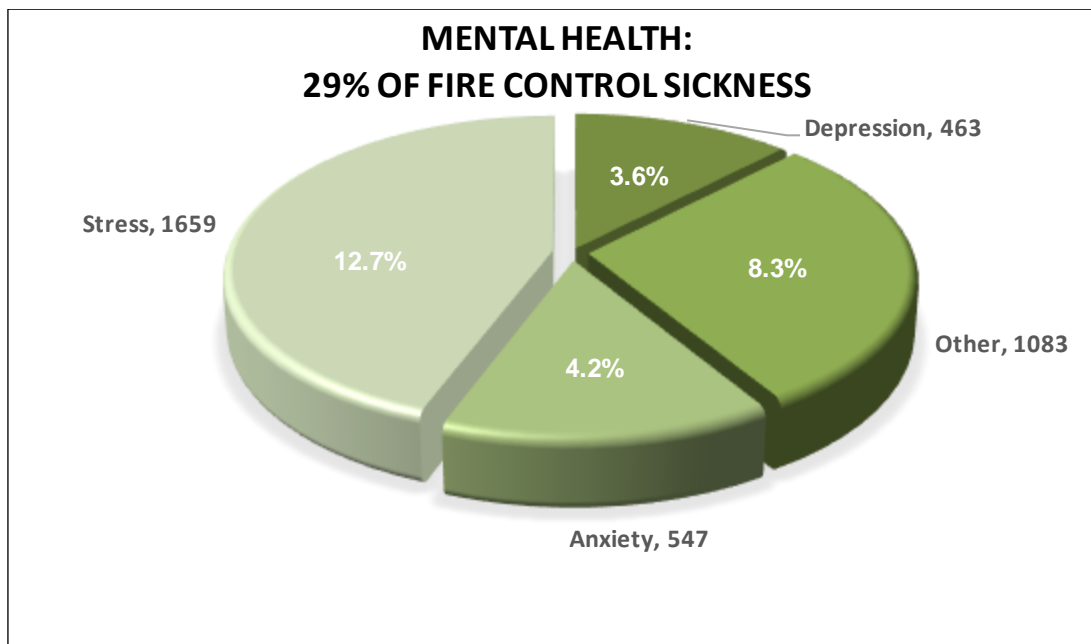
*\*Please note that due to some data being submitted as a fraction of a shift, the graph above has rounded these figures up and therefore may differ slightly to the total below.*

A total of 13,026 days/shifts were lost to sickness absence during 2022/23. During the same period in 2021/22, sickness for Fire Control accounted for 13,636 shifts lost therefore showing a 4% reduction in reported absence nationally.

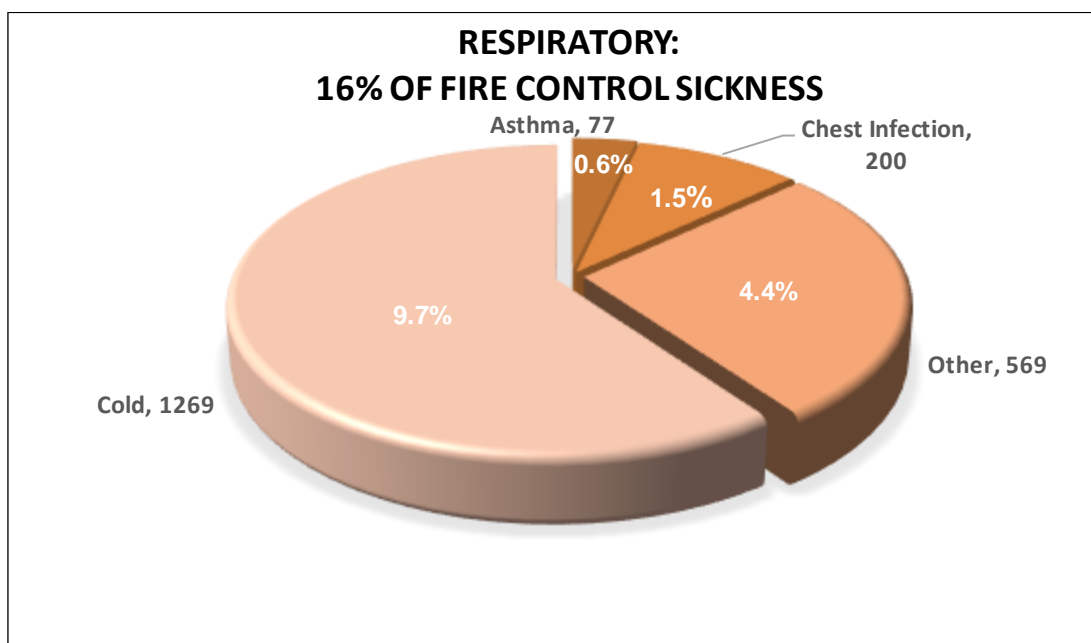
The top three causes of sickness for Fire Control staff were identified to be Mental Health, Respiratory and Musculo-Skeletal. These three causes accounted for 56% (7,326) of all sickness absence for Fire Control staff nationally in 2022/23, compared to 54% during 2021/22.

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

# Sickness Absence – National Total Data Fire Control



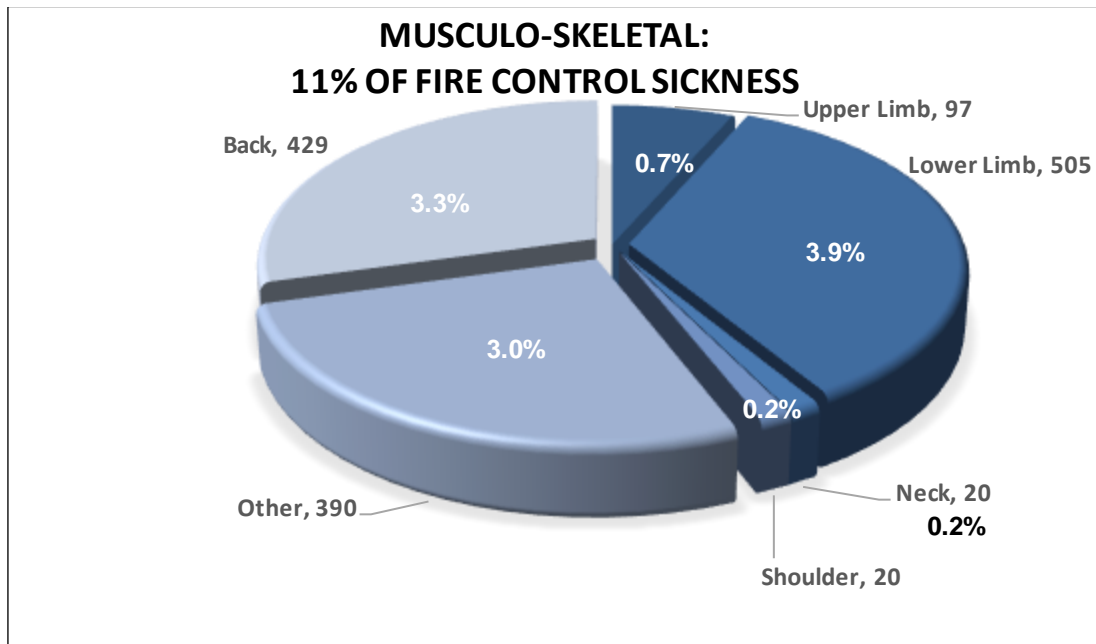
Mental Health reasons for sickness absence accounts for 29% (3,751 shifts lost) for Fire Control staff and is the main cause of sickness. Stress, which is a sub category of the Mental Health group of causes, accounts for 12.7% (1,659 shifts) identifying this as the main contributing factor to Fire Control sickness absence. For the same period the previous year, Mental Health accounted for 31% of shifts therefore demonstrating that year on year the proportion of shifts lost due to Mental Health for Fire Control staff has reduced by 2%.



Respiratory related absence for Fire Control staff accounts for 16% (2,115 shifts). Comparing this data to the same period in the previous year, Respiratory reasons accounted for 10% of Fire Control sickness recorded, a year on year increase of 6% as a proportion of all reported shifts lost.

## Sickness Absence – National Total Data Fire Control

As previously mentioned, it should be noted that during 2022/23, more FRS' are now incorporating COVID statistics into their main sickness data, which had previously been excluded from their returns, and therefore this may be responsible for changes in some areas associated with COVID such as Respiratory/Infectious Diseases as each FRS will categorise COVID related sickness according to their own individual policies.



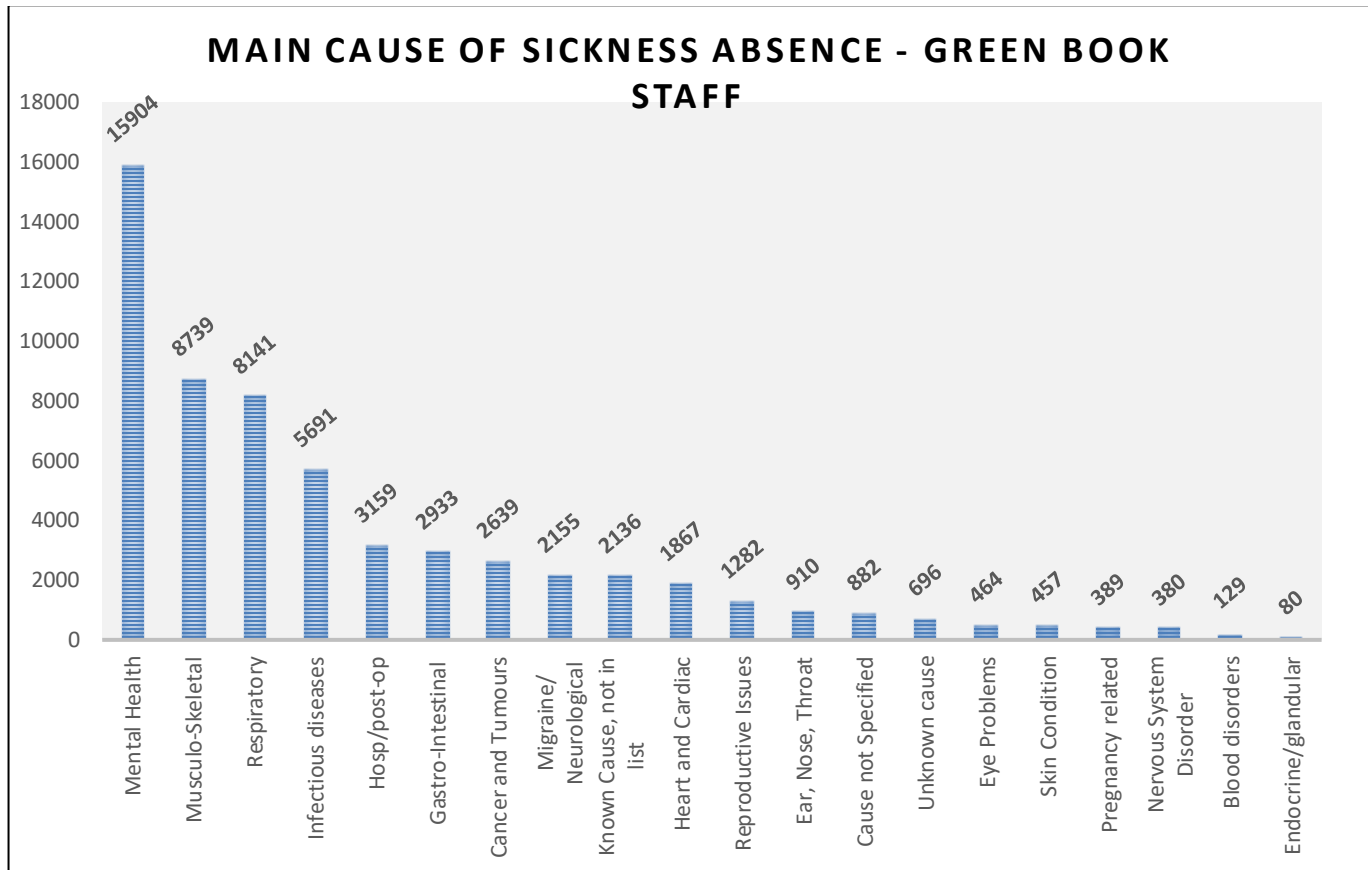
Musculo-Skeletal related absence accounted for 11% (1,460 shifts lost) of the total absence for Fire Control staff and is the third most common cause of shifts lost. Lower Limb injuries were the main issue recorded within this sub-category accounting for 3.9% (505 shifts lost) closely followed by Back injuries with 3.3% (429 shifts lost). For the same period in the previous year, Musculo-Skeletal accounted for 13% shifts lost; a reduction of 2% year on year.

# Sickness Absence – National Total Data Green Book

## Causes of Sickness Absence – Green Book Staff

(35 of 35 Services submitted data)

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

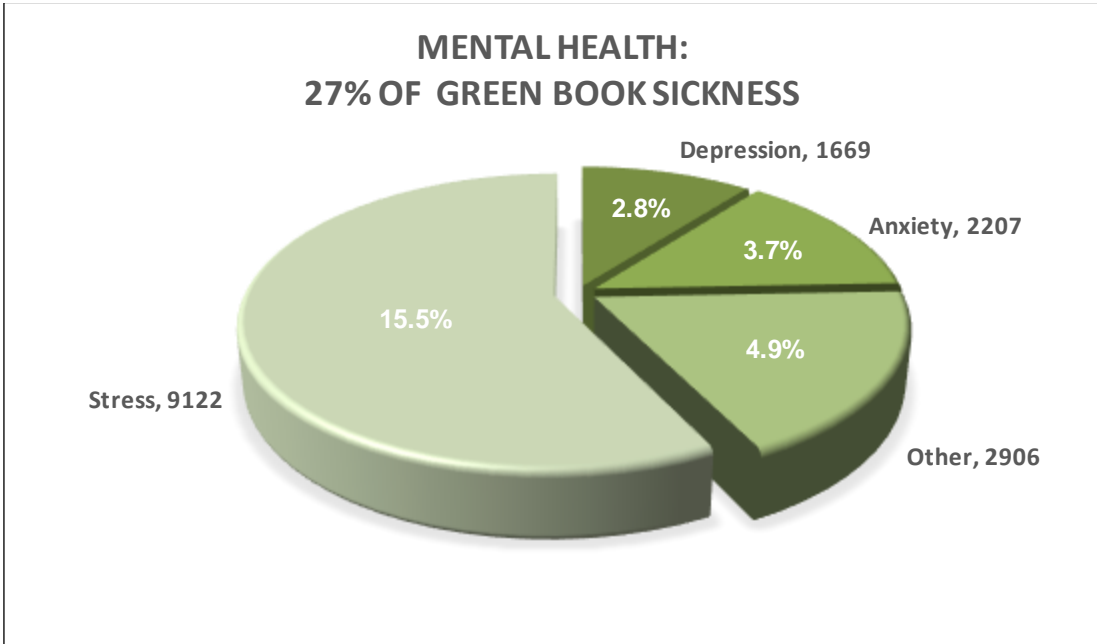


A total of 59,035 days/shifts were lost to sickness absence for Green Book staff during 2022/23. During the same period in 2021/22 sickness for Green Book accounted for 60,911 shifts lost therefore showing a 3% reduction in reported absence nationally.

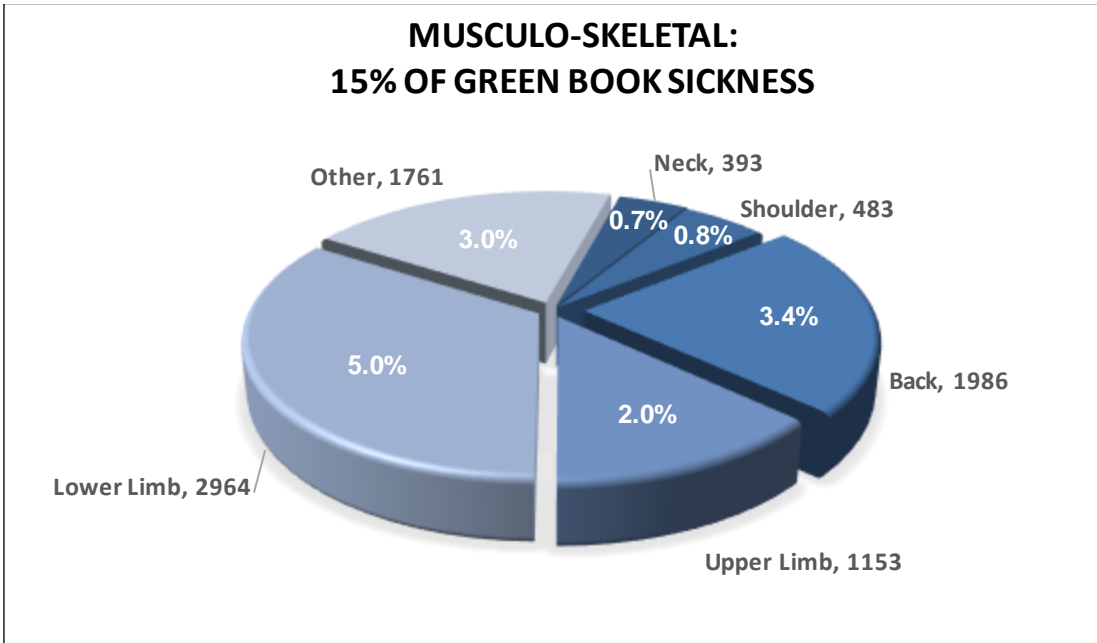
The top three causes of sickness reported for Green Book are Mental Health, Musculo-Skeletal and Respiratory. These three causes accounted for 56% (32,784) of all sickness absence for Green Book staff nationally during 2022/23, compared to 55% in the previous quarter (Q3 2022/23) and 60% in the previous year (2021/22).

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

# Sickness Absence – National Total Data Green Book



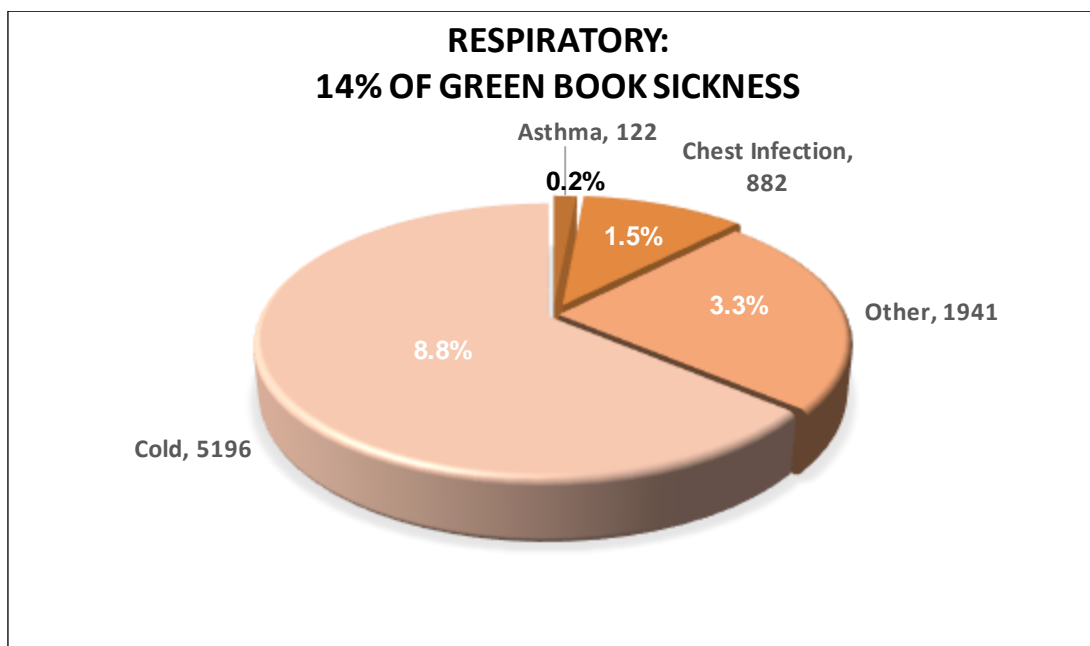
Mental Health sickness absence accounts for 27% (15,904 shifts/days lost) of Green Book staff absence, with its sub category Stress being the highest cause of sickness absence for Green Book with 15.5% (9,122 shifts/days) being attributed to this category. During the same period 2021/22, Mental Health accounted for 30% of Green Book shifts lost, a 3% reduction when comparing 2022/23 to the same period last year.



Musculo-Skeletal related sickness absence accounted for 15% (8,739 shifts/days lost) of the total absences for Green Book staff for 2022/23, with Lower Limb issues recording the highest number of absences at 5% (2,964 shifts/days). When comparing this to the same reporting period during 2021/22, Musculo-Skeletal absences accounted for 17% of shifts lost; a 2% reduction.



# Sickness Absence – National Total Data Green Book



Respiratory related absence for Green Book staff accounts for 14% (8,141 shifts). Comparing this to the same period in the previous year, Respiratory reasons accounted for 10% of Green Book sickness, an increase in the proportion of shifts/days lost to Respiratory of 4% year on year.

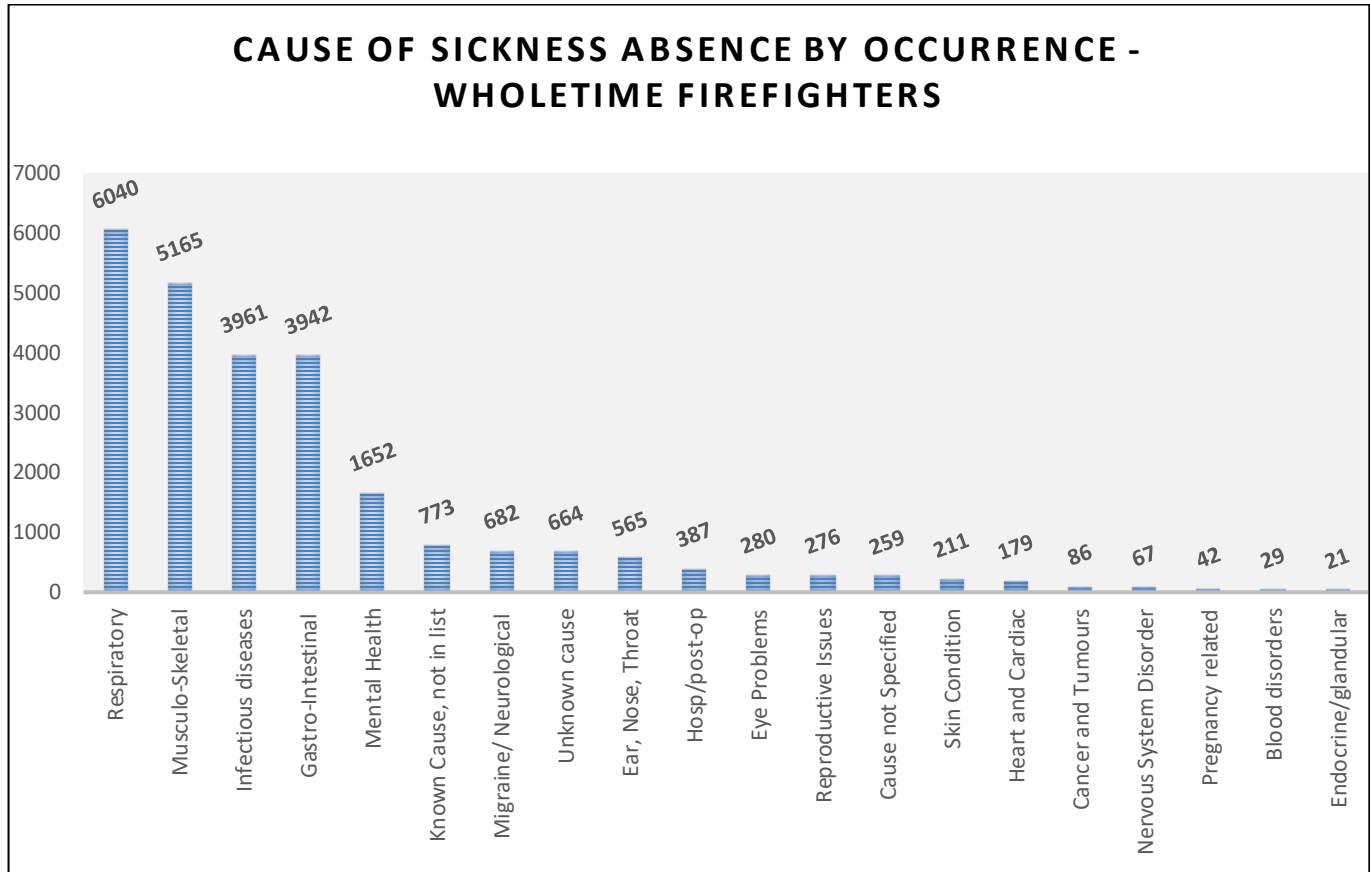
As previously mentioned, it should be noted that during 2022/23, more FRS' are now incorporating COVID statistics into their main sickness data, which had previously been excluded from their returns, and therefore this may be responsible for changes in some areas associated with COVID such as Respiratory/Infectious Diseases as each FRS will categorise COVID related sickness according to their own individual policies.

# Sickness Absence by Occurrence – National Total Data: Wholetime Staff

## Causes of Sickness Absence by Occurrence - Wholetime Staff

(33 of 34 Services submitted data)

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

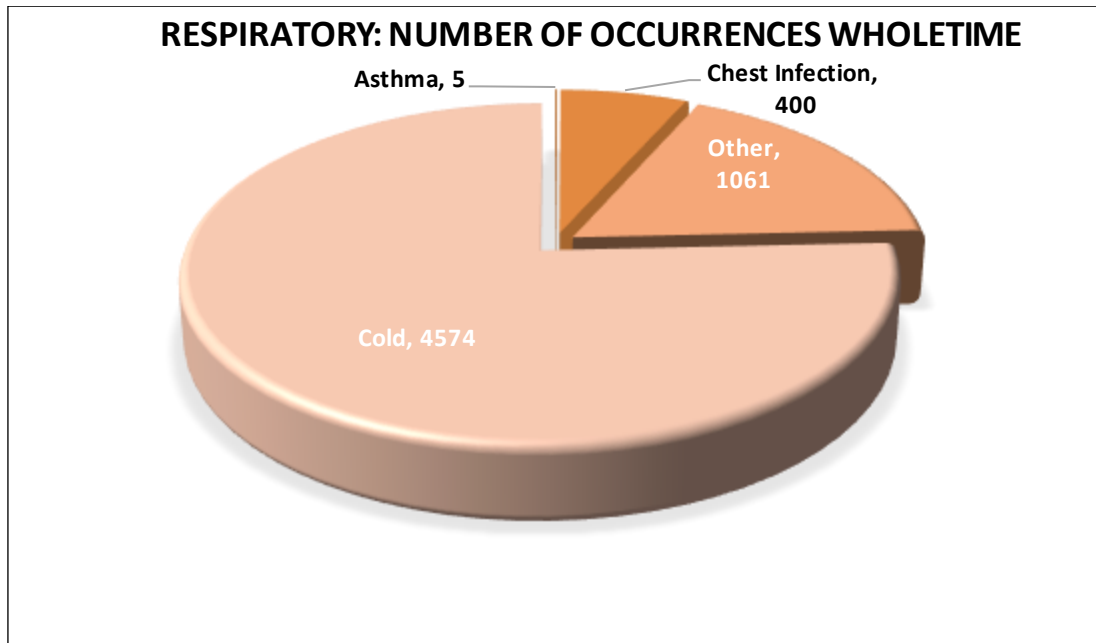


A total of 25,281 separate instances of sickness absence occurred during 2022/23 for Wholetime staff, with the top three causes of separate instances of sickness identified to be Respiratory, Musculo-Skeletal and Infectious Diseases.

During the same reporting period 2021/22, Wholetime sickness saw 25,167 occurrences of sickness absence. This indicates that during 2022/23, the reported occurrences of sickness have increased by 0.5% amongst Wholetime staff nationally.

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

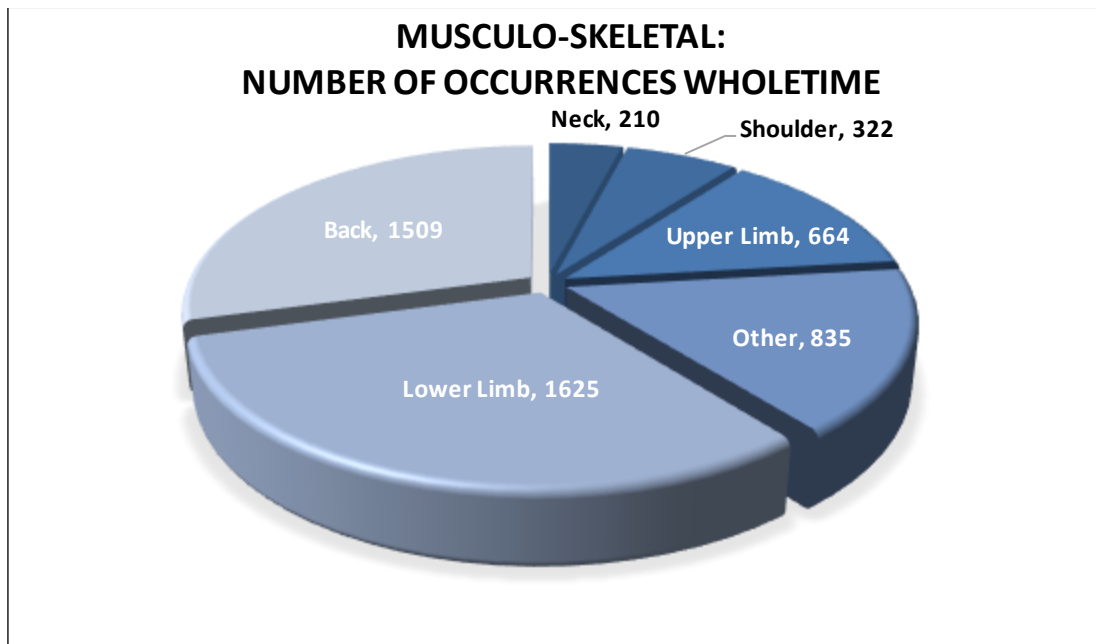
## Sickness Absence by Occurrence – National Total Data: Wholetime Staff



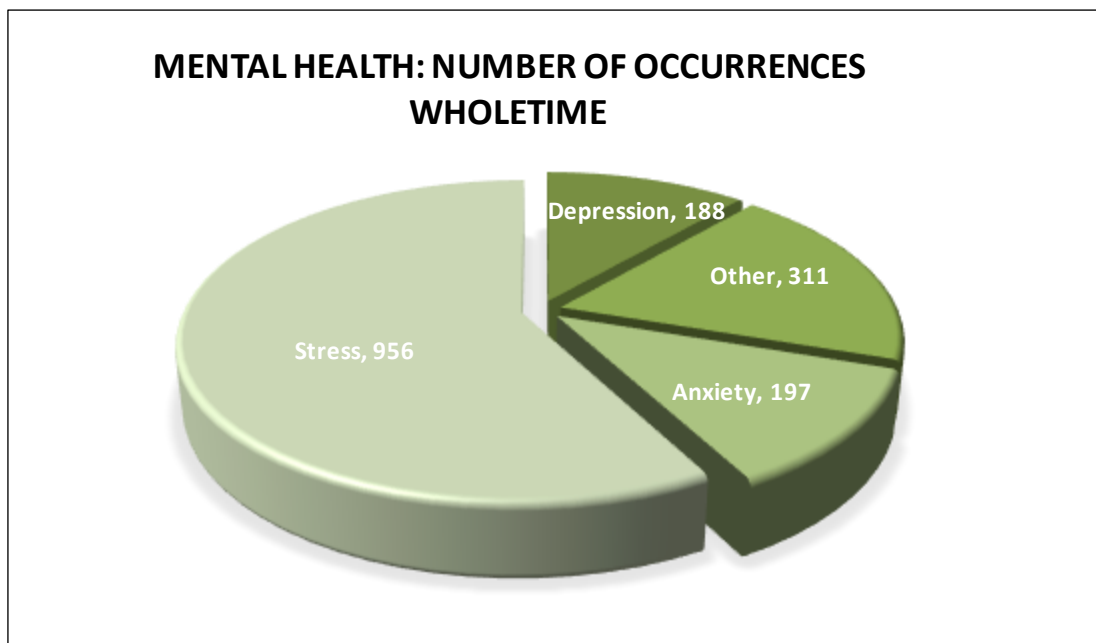
Respiratory issues have recorded 6,040 separate occurrences of absence and is the highest category within Wholetime absence reporting. The Common Cold is recorded as the highest sub category with 4,574 separate occurrences representing 76% of the occurrences within the Respiratory category. In 2021/22, Respiratory issues accounted for 3,923 reported sickness occurrences within Wholetime staff, an increase of 54% during 2022/23.

As previously mentioned, it should be noted that during 2022/23, more FRS' are now incorporating COVID statistics into their main sickness data which had previously been excluded from their returns and therefore this may be responsible for an increase in some areas associated with COVID such as Respiratory/Infectious Diseases as each FRS will categorise COVID related sickness according to their own individual policies.

# Sickness Absence by Occurrence – National Total Data: Wholetime Staff



Musculo-Skeletal issues have recorded the second highest number of separate occurrences with 5,165 reported in 2022/23. Lower Limb issues has recorded the highest number of occurrences with 1,625, which is 31% of the occurrences within the Musculo-Skeletal category. During 2021/22, Musculo-Skeletal issues accounted for 5,557 occurrences, therefore the number of reported occurrences year on year has reduced by 7%.



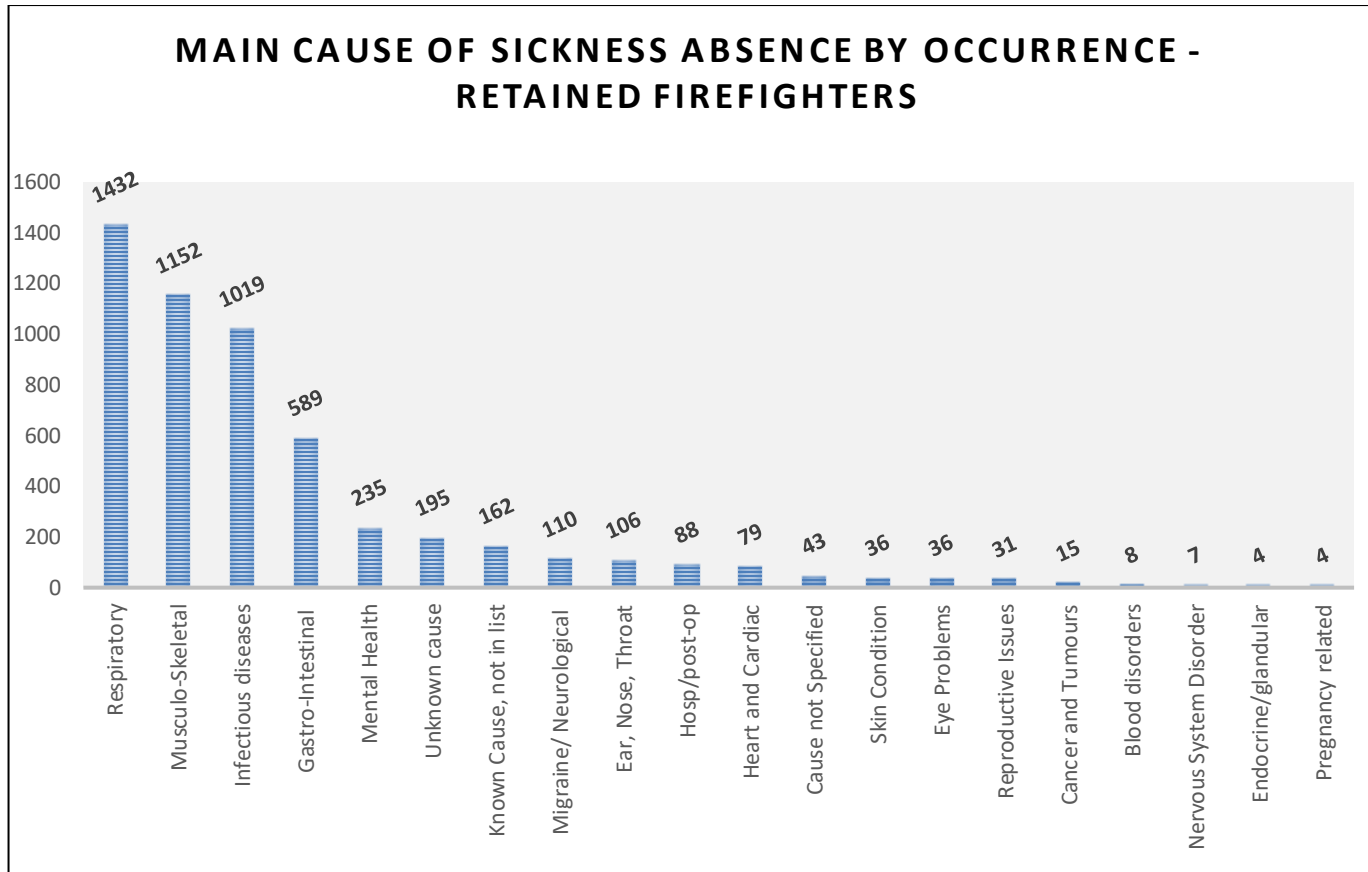
Mental Health has recorded 1,652 separate occurrences of absence amongst Wholetime staff. Stress is the highest cause within this group with 956 separate occurrences (58% of all Mental Health). Mental Health sickness occurrences for Wholetime staff in 2021/22 saw 1,508 occurrences, therefore demonstrating a 10% increase in reported occurrences of sickness involving Mental Health during 2022/23.

# Sickness Absence by Occurrence – National Total Data: Retained Stations

## Causes of Sickness Absence by Occurrence - Retained Personnel

(20 of 21 Services submitted data)

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

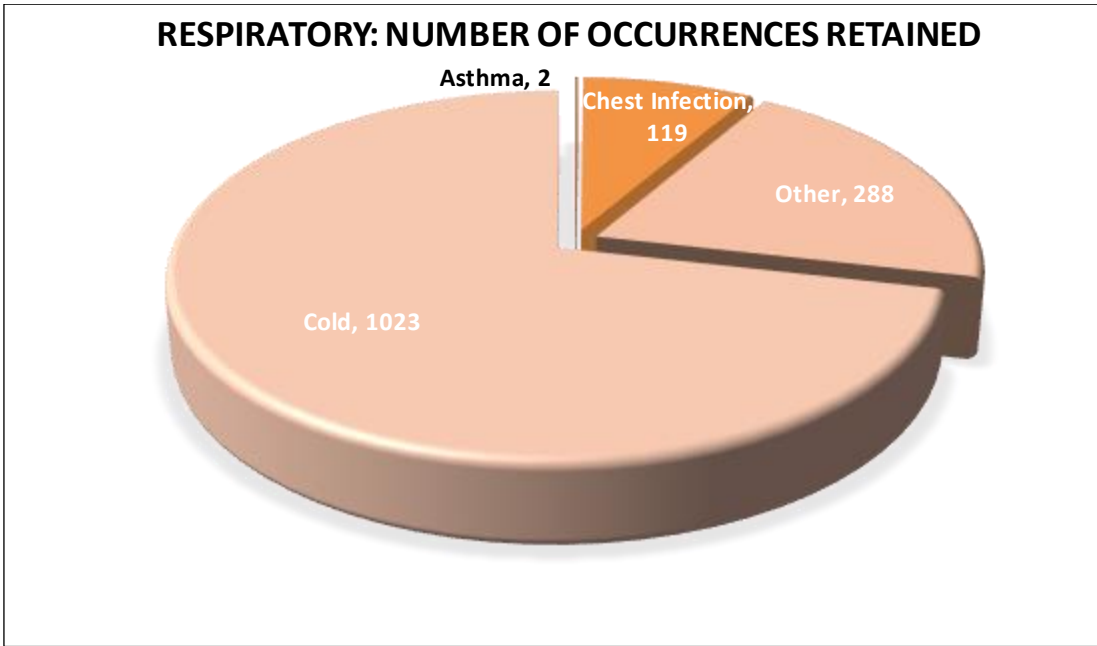


A total of 5,351 separate instances of sickness absence were recorded by participating FRS' during 2022/23 for Retained staff, with the top three causes of separate instances of sickness identified to be Respiratory, Musculo-Skeletal and Infectious Diseases.

During the same reporting period 2021/22, Retained sickness saw 5,005 occurrences of sickness absence. This shows that during 2022/23, reported occurrences of sickness absence have increased by 7% in Retained staff nationally.

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

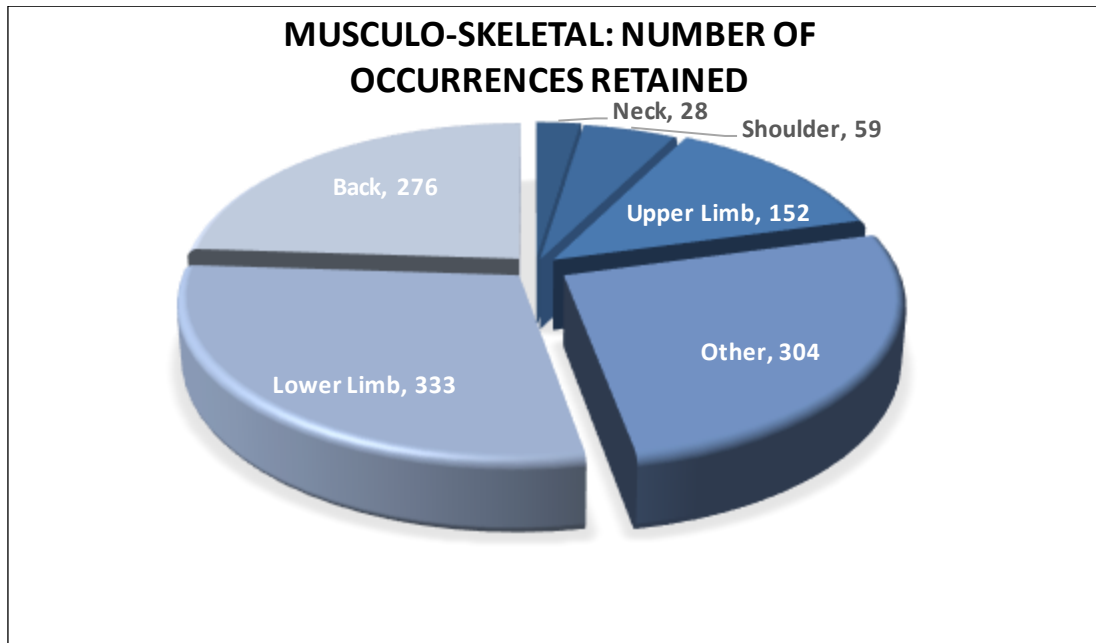
# Sickness Absence by Occurrence – National Total Data: Retained Stations



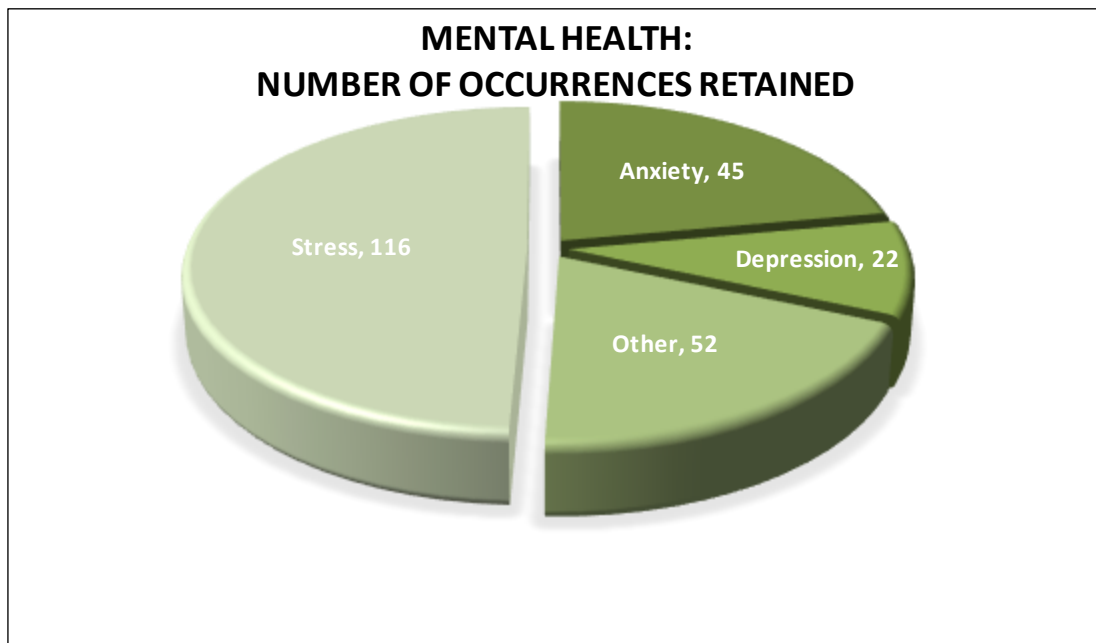
Respiratory issues have recorded 1,432 separate occurrences of absence and is the highest category within Retained absence reporting during 2022/23. The Common Cold is the highest sub category within this group with 1,023 separate occurrences (71% of Respiratory occurrences). In 2021/22, Respiratory issues accounted for 960 occurrences, an increase of 49% year on year.

This increase is likely to be attributed to the increase in the number of FRS' incorporating COVID statistics into their main sickness data.

## Sickness Absence by Occurrence – National Total Data: Retained Stations



Musculo-Skeletal issues have recorded the second highest number of separate occurrences with 1,152 separate occurrences. Lower Limb issues have the highest number of occurrences of absence amongst the sub categories, with 333 occurrences (29% of all Musculo-Skeletal). In 2021/22, Musculo-Skeletal issues accounted for 1,185 occurrences, a reduction of 3% in reported occurrences year on year.



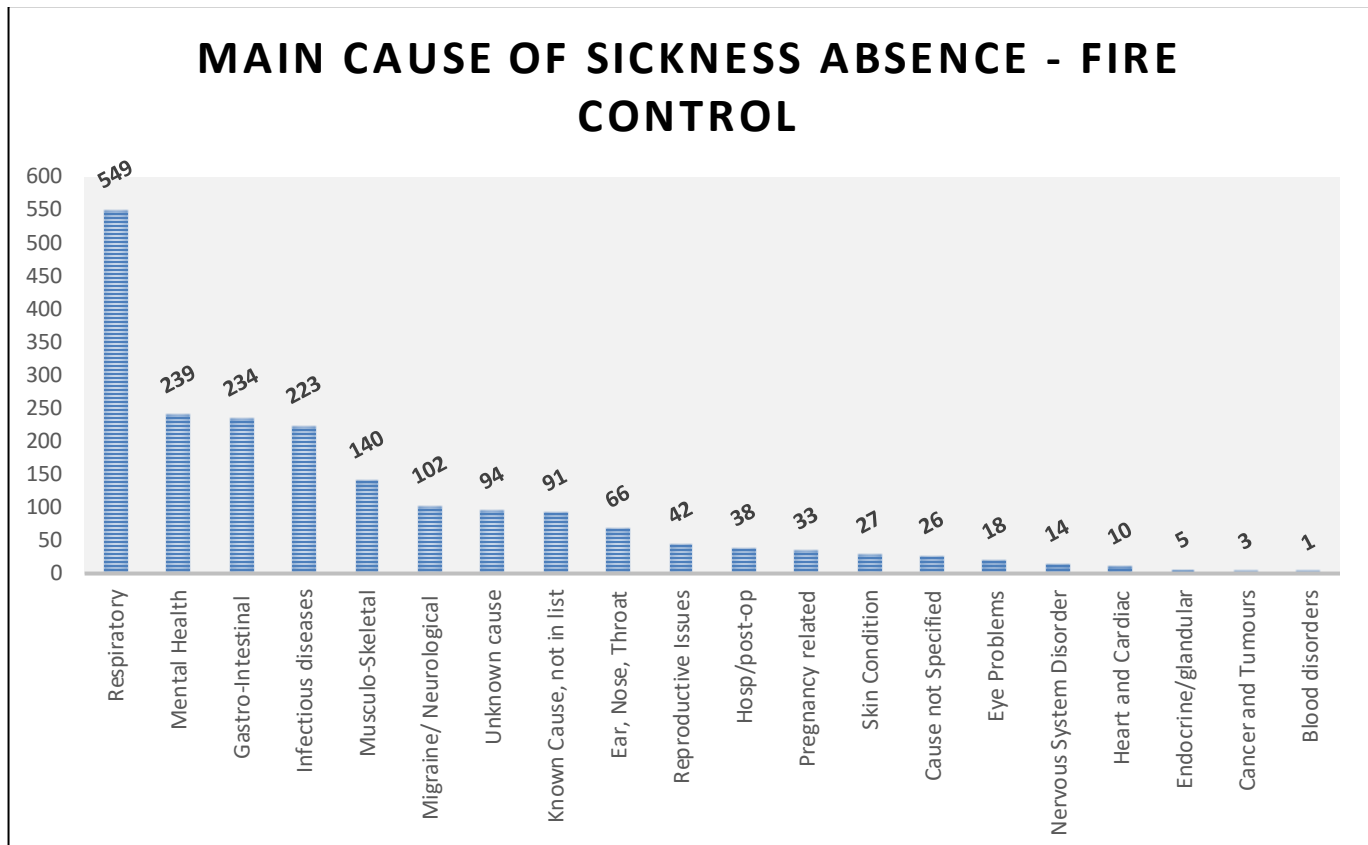
Mental Health issues are the fifth highest category of occurrences after Respiratory, Musculo-Skeletal, Infectious Diseases and Gastro-Intestinal and have recorded 235 separate occurrences of absence. Stress is ranked as the highest within the sub-categories, with 116 separate occurrences of absence reported by the participating FRS' (49% of all Mental Health occurrences). In 2021/22, Mental Health issues accounted for 334 occurrences, showing a reduction of 30% year on year.

# Sickness Absence by Occurrence – National Total Data: Fire Control

## Causes of Sickness Absence by Occurrence – Fire Control

(26 of 27 Services submitted data)

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



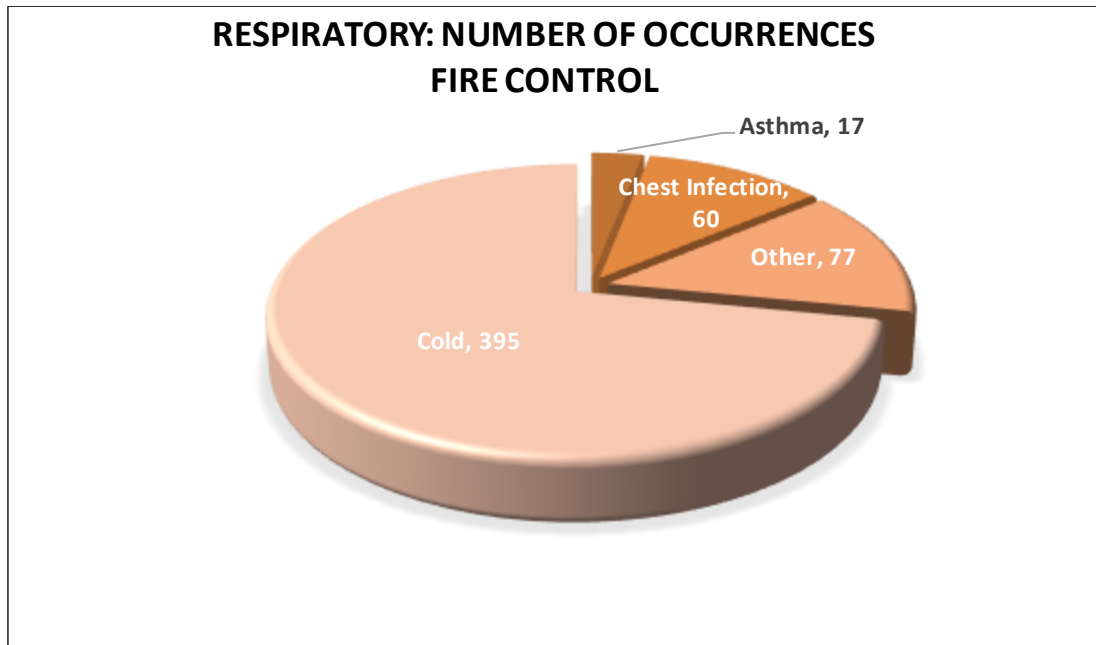
A total of 1,955 separate instances of sickness absence occurred during 2022/23 for Fire Control staff, with the top three causes of separate instances of sickness identified to be Respiratory, Mental Health and Gastro-Intestinal.

During the same reporting period 2021/22, Fire Control sickness saw 1,679 occurrences of sickness absence, an increase year on year of 16% in occurrences of sickness absence reported by the participating FRS in Fire Control staff nationally.

Respiratory, Mental Health and Musculo-Skeletal 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

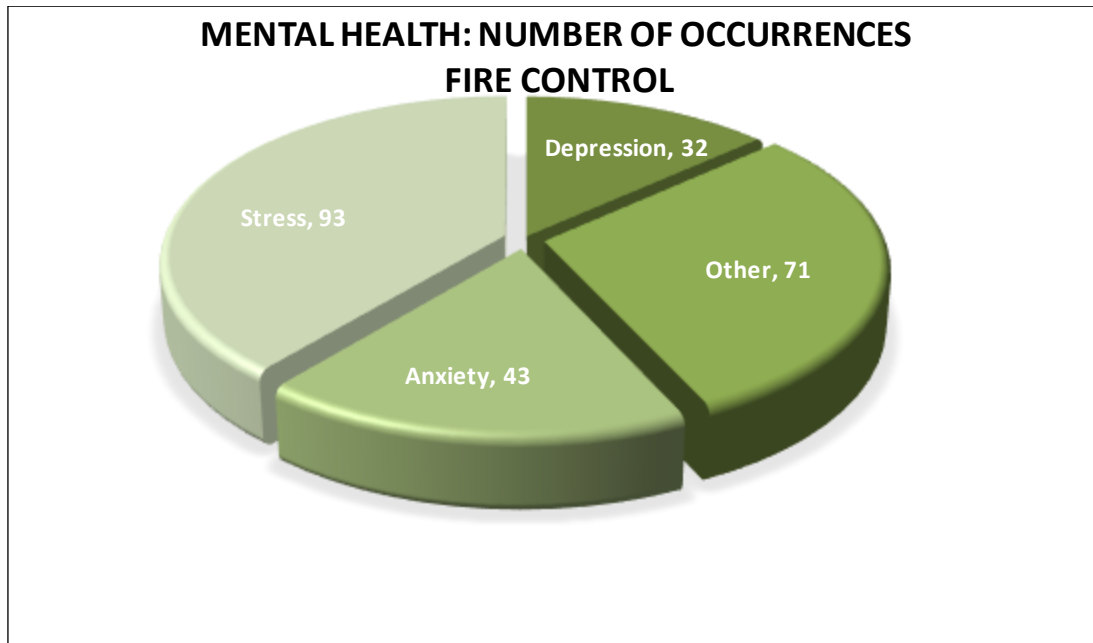


Respiratory issues have recorded 549 separate occurrences of absence. The Common Cold is recorded as the highest sub category of this group with 395 separate occurrences (72% of all Respiratory occurrences). In 2021/22, Respiratory issues accounted for 377 occurrences, showing an increase of 46% year on year.

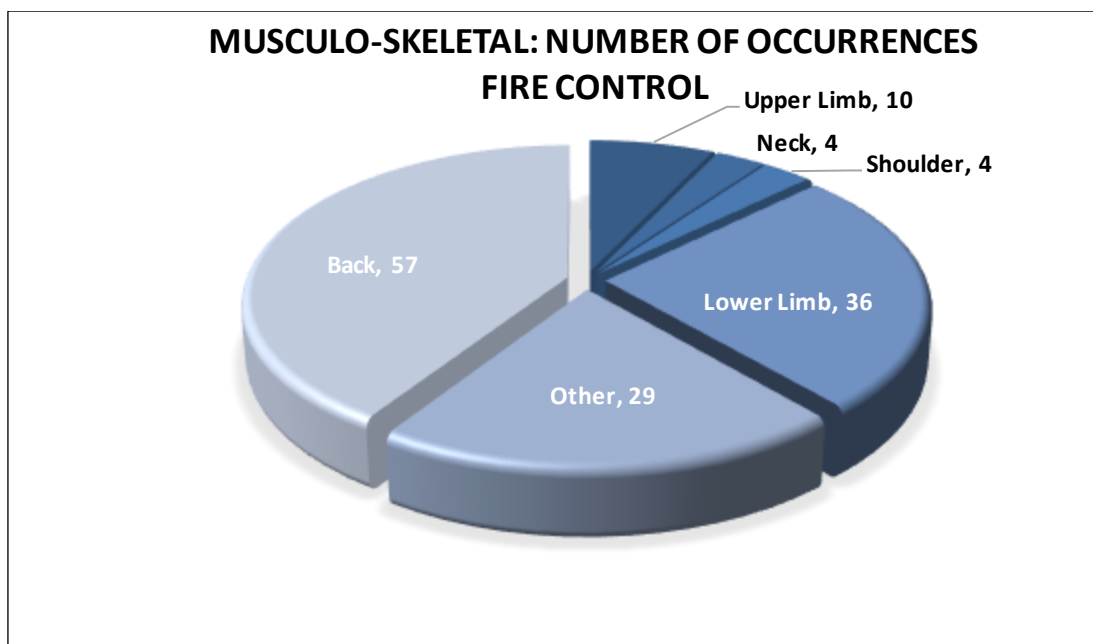
This increase is likely to be attributed to the increase in the number of FRS' incorporating COVID statistics into their main sickness data.

# Sickness Absence by Occurrence – National Total Data: Fire Control

434



Mental Health issues have recorded 239 separate occurrences. Stress is recorded as the highest cause of occurrences of Mental Health absence with 93 occurrences (39%). In 2021/22, Mental Health accounted for 211 occurrences, an increase of 13% year on year.



During 2022/23, Musculo-Skeletal was responsible for 140 separate occurrences of absence from participating FRS'. Back issues were ranked as the highest within this group with 57 separate occurrences of absence (41% of all Musculo-Skeletal occurrences). In 2021/22, Musculo-Skeletal issues accounted for 138 occurrences of absence, a 1% increase in reported occurrences within this category year on year.

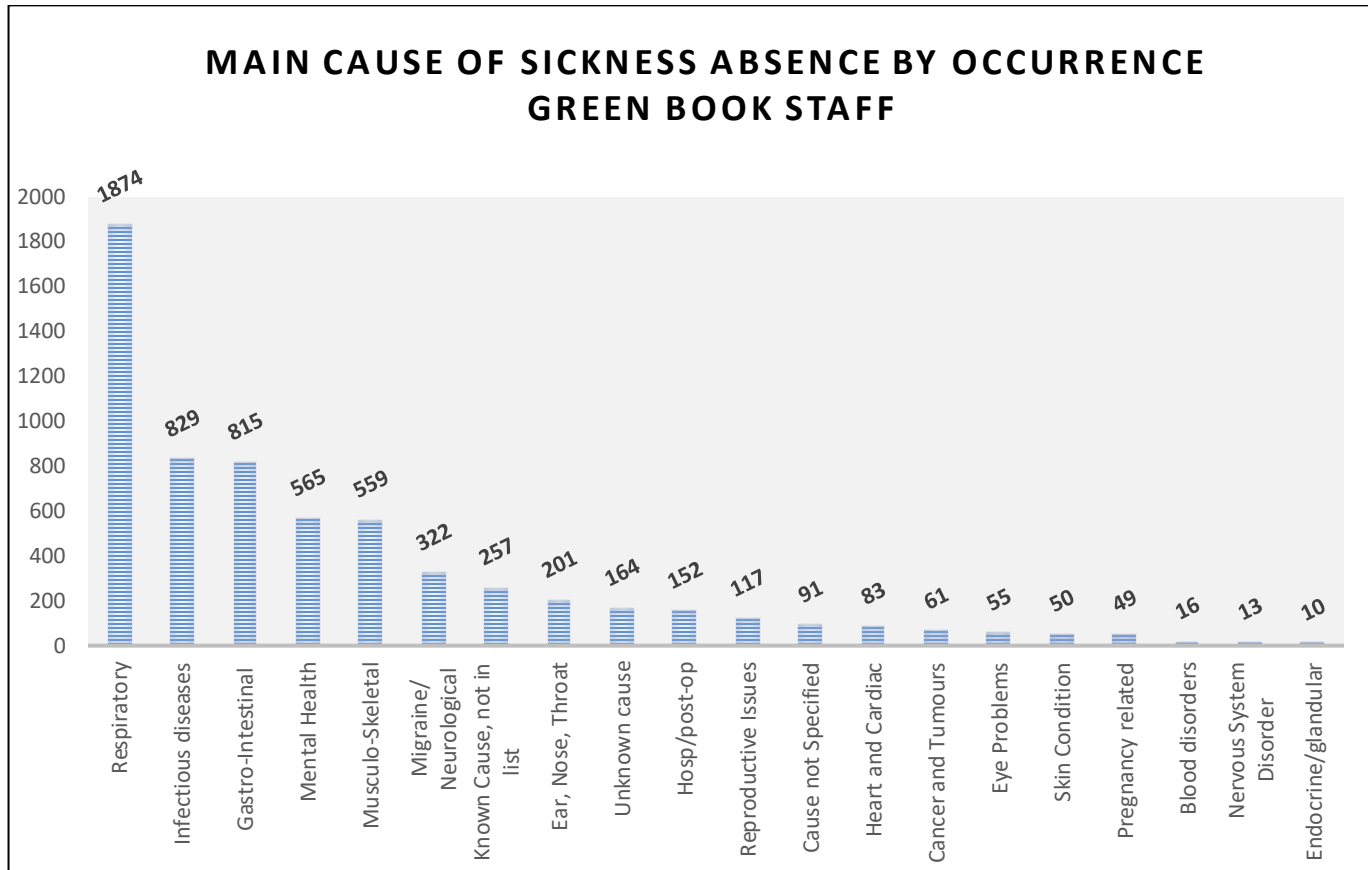
# Sickness Absence by Occurrence – National Total Data

## Green Book

### Causes of Sickness Absence by Occurrence - Green Book Staff

(34 of 35 Services submitted data)

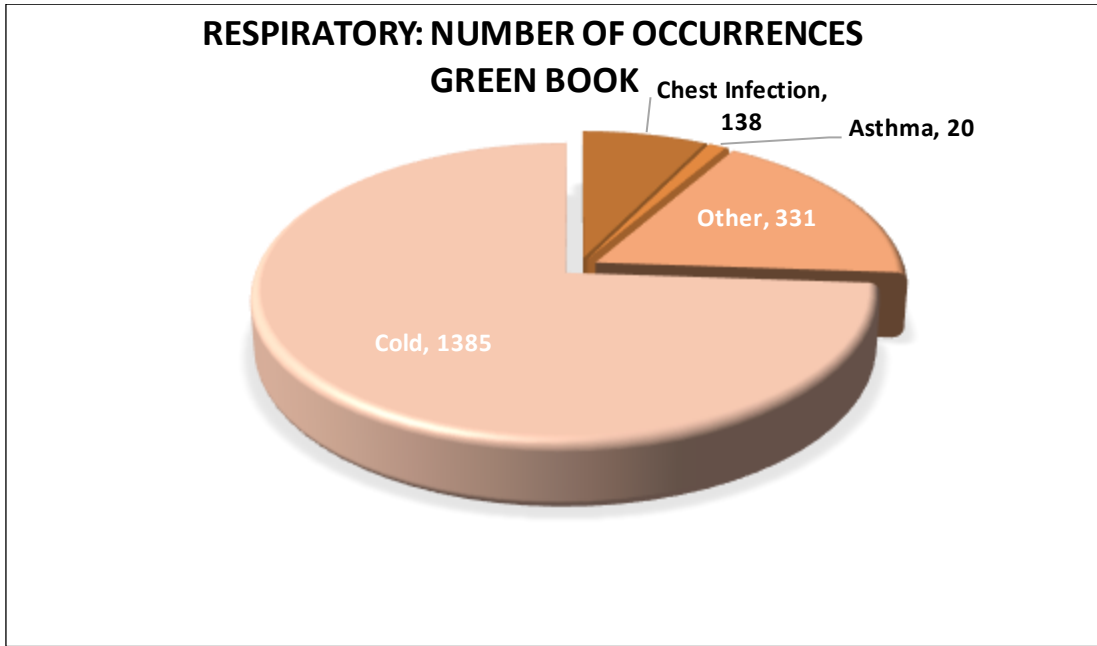
The graph below shows the main causes of sickness absence and the number of occurrences:



A total of 6,283 separate instances of sickness absence occurred during 2022/23 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 2021/22, Green Book sickness saw 5,857 separate occurrences of sickness absence an increase of 7% in Green Book staff nationally when comparing year on year.

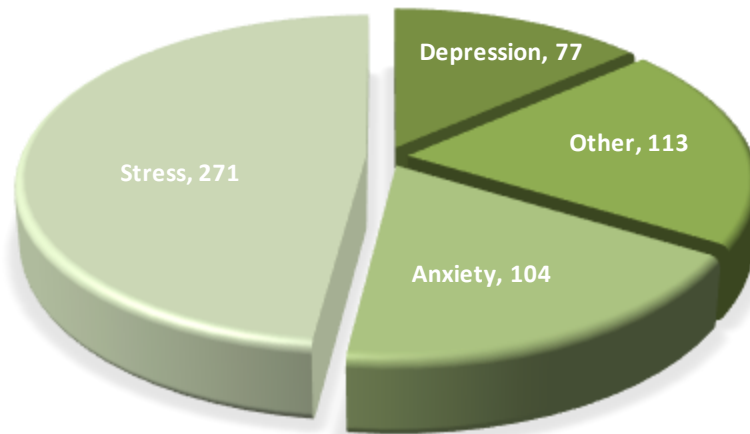
Respiratory, Musculo-Skeletal and Mental Health causes have a number of sub categories, with a breakdown of these categories provided in the following graphs.



Respiratory issues have recorded 1,874 separate occurrences of absence. The Common Cold is recorded as the highest sub category of this group with 1,385 separate occurrences (74% of all Respiratory occurrences). In 2021/22, Respiratory issues accounted for 1,331 occurrences, an increase of 41% year on year.

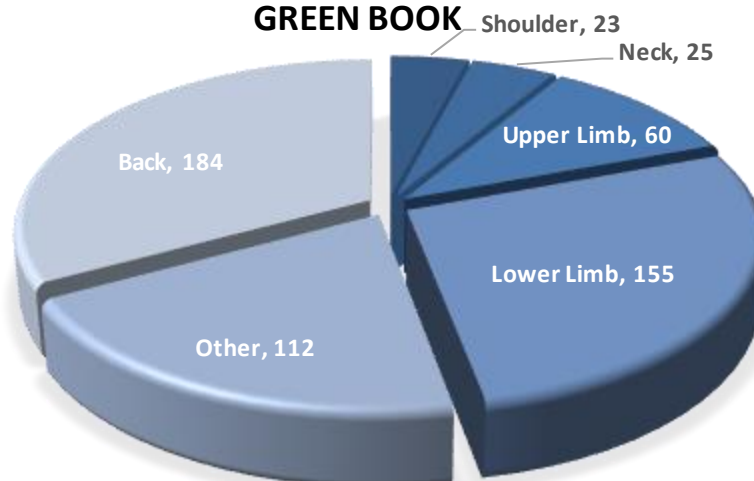
This increase is likely to be attributed to the increase in the number of FRS' incorporating COVID statistics into their main sickness data.

### MENTAL HEALTH: NUMBER OF OCCURRENCES GREEN BOOK



565 separate occurrences of absence relating to Mental Health have been reported. Stress is the highest sub-category within this group with 271 (48%) separate occurrences of absence recorded. In 2021/22, Mental Health issues accounted for 586 occurrences of absence, showing a reduction of 4% year on year.

### MUSCULO-SKELETAL: NUMBER OF OCCURRENCES GREEN BOOK



The fifth most prevalent cause of sickness after Respiratory, Infectious Diseases, Gastro-Intestinal and Mental Health is Musculo-Skeletal with 559 separate occurrences. Back issues are recorded as the highest sub-category with 184 occurrences (33%). In 2021/22, Musculo-Skeletal issues accounted for 596 occurrences, a reduction of 6% year on year.

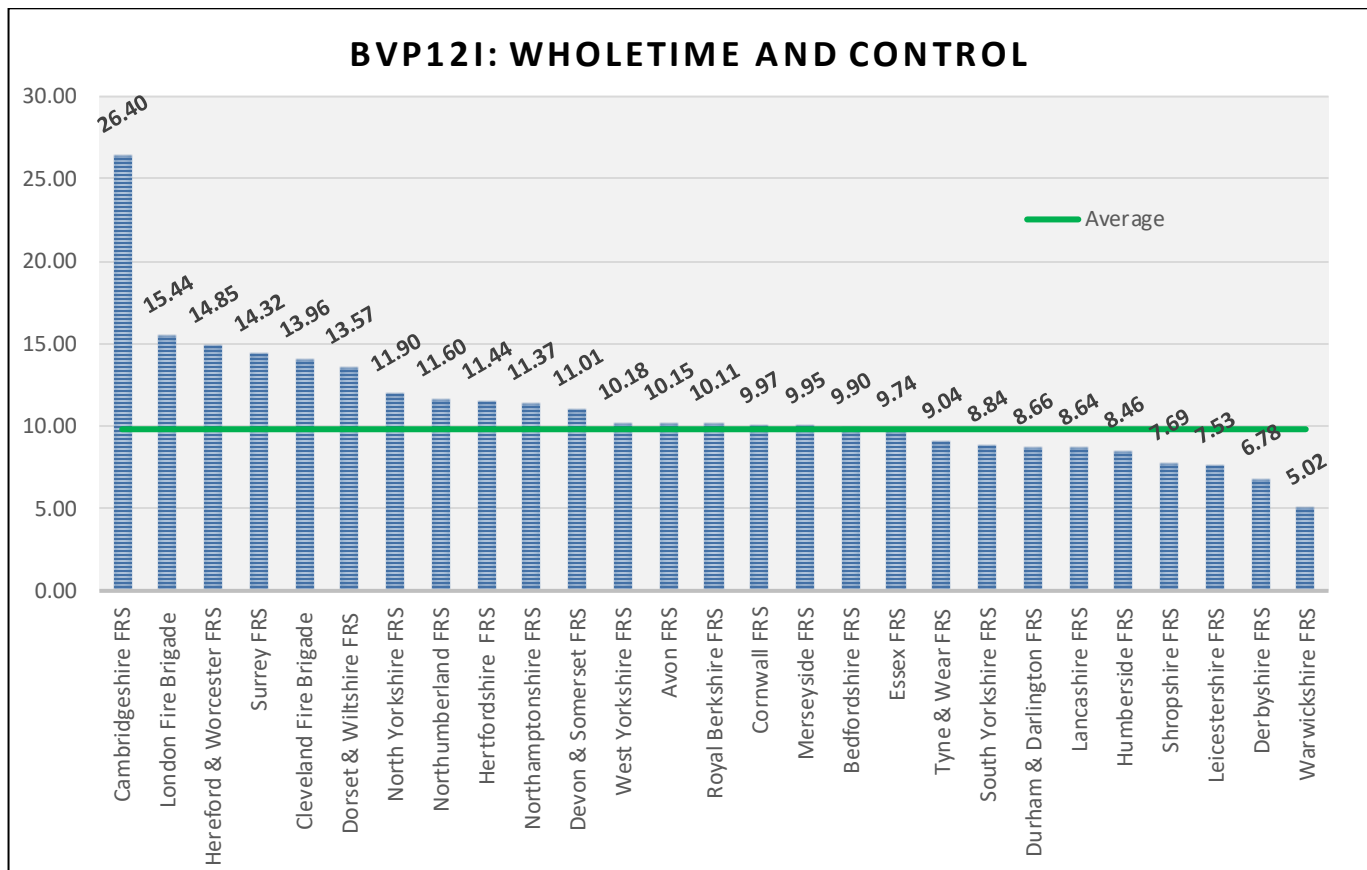
## Sickness Absence – BVP12i, BVPI12ii

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, twenty-seven have been included within this analysis as eight FRS' have not provided separately identifiable sickness data for Wholetime/Control Room staff.

From the information shown in the following chart, Cambridgeshire FRS has the highest number of duty days lost (26.40) and Warwickshire FRS has the lowest with 5.02 duty days lost per staff member. The average is 9.81 duty days sickness absence per staff member.

During the same period in 2021/22, the average duty days sickness absence was 9.73, showing an increase of 0.08 average duty days lost per staff member during 2022/23.



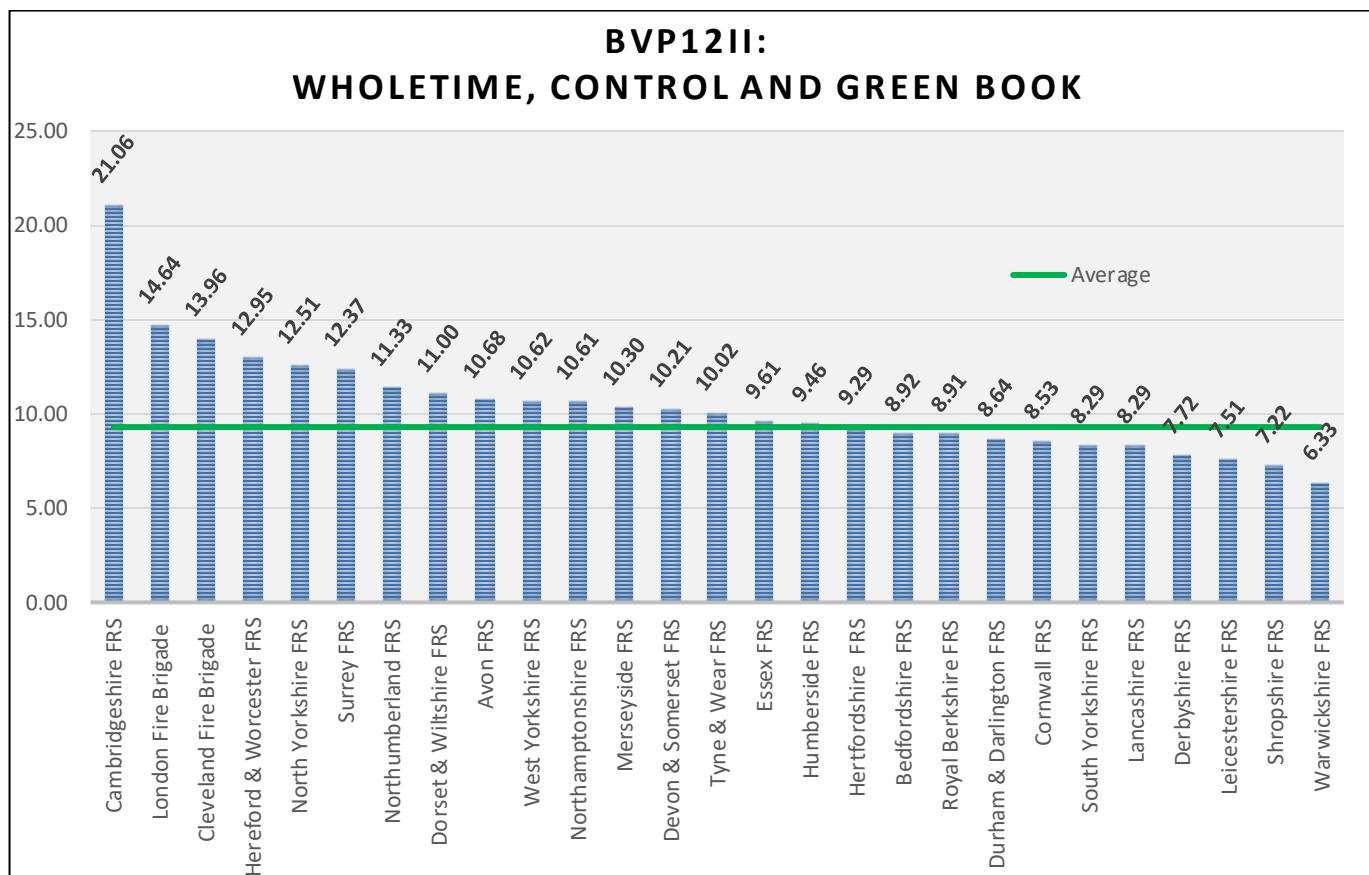
## Sickness Absence – BVP12i, BVPI12ii

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, twenty-seven have been included within this analysis as eight FRS' do not meet the full criteria as they do not have either Wholetime or Control staff.

Cambridgeshire FRS recorded the highest number of shifts lost to sickness with 21.06 per staff member and Warwickshire FRS recorded the lowest with 6.33 duty days per staff member to sickness absence. The average is 9.30 duty days sickness absence per staff member.

During the same period in 2021/22, the average duty days sickness absence was 9.41, showing a reduction of 0.11 reported average duty days lost per staff member during 2022/23.

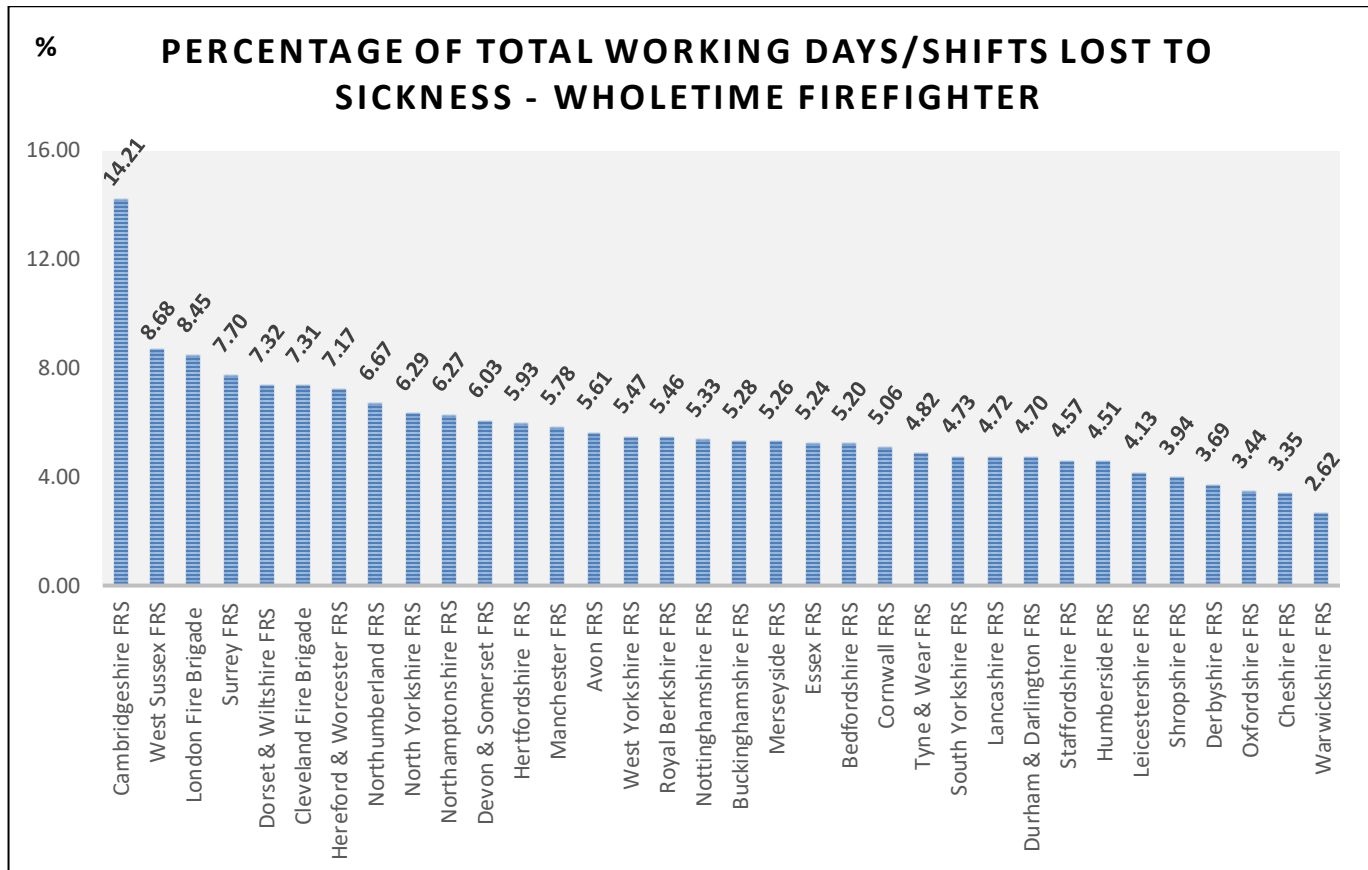


## Sickness Absence – Percentage of Duty Days Lost

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 quarter** used in this calculation is 45.75 for Grey Book (Wholetime and Control) and 65.25 for Green Book employees.

### Wholetime Personnel

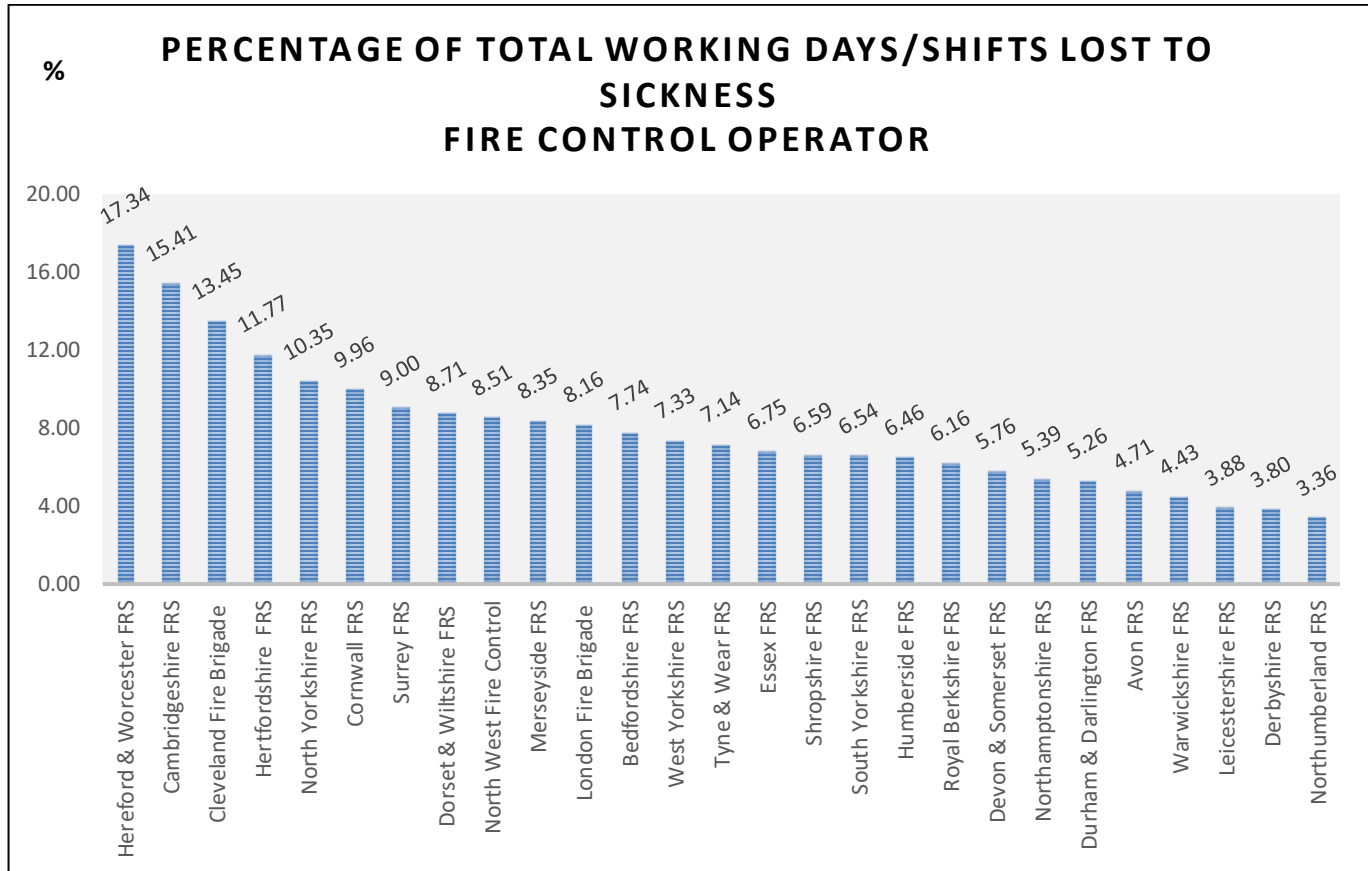


- Cambridgeshire FRS has the highest percentage of duty days/shifts lost to sickness per Wholetime Personnel with 14.21%. During 2021/22, West Sussex FRS was the highest with 9.39%.
- Warwickshire FRS reported the lowest percentage of duty days with 2.62%. During the same period in 2021/22, Humberside FRS was the lowest with 3.04%.
- The average percentage of duty days/shifts lost to sickness per Wholetime Personnel during April 2022 to March 2023 is 6.25%.



# Sickness Absence – Percentage of Duty Days Lost

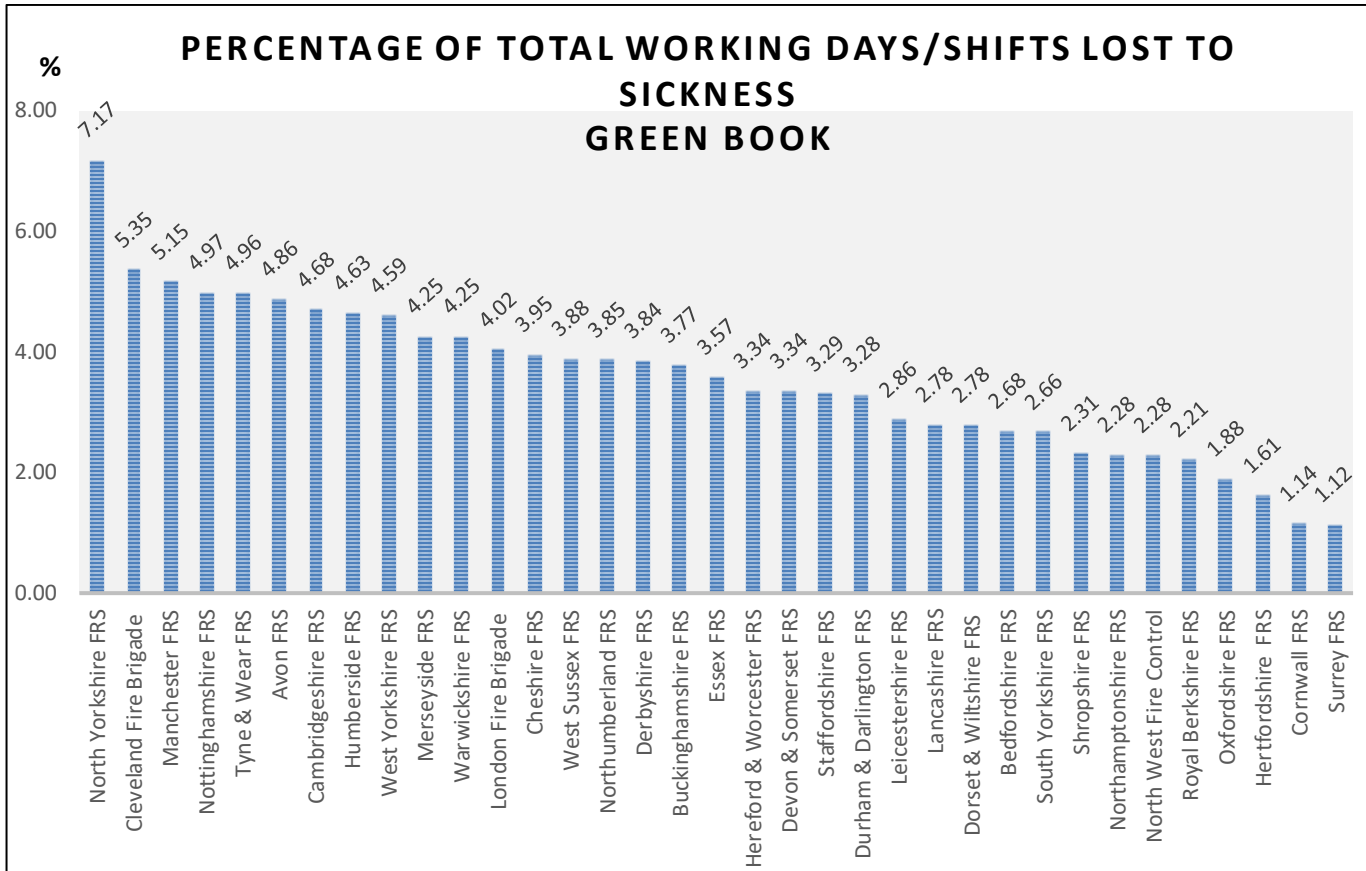
## Fire Control Staff



- Hereford & Worcester FRS has the highest percentage of working days/shifts lost to sickness per Fire Control Operator with 17.34%. During the same period in 2021/22, South Wales FRS was the highest with 17.59%.
- Northumberland FRS has the lowest percentage of working days/shifts lost to sickness per Fire Control Operator with 3.36%. During the same period in 2021/22, Lancashire FRS recorded the lowest percentage of shifts lost with zero instances of sickness absence.
- The average percentage of duty days/shifts lost to sickness per Fire Control Operator during the period April 2022 to March 2023 is 7.9%.

# Sickness Absence – Percentage of Duty Days Lost

## Green Book Staff

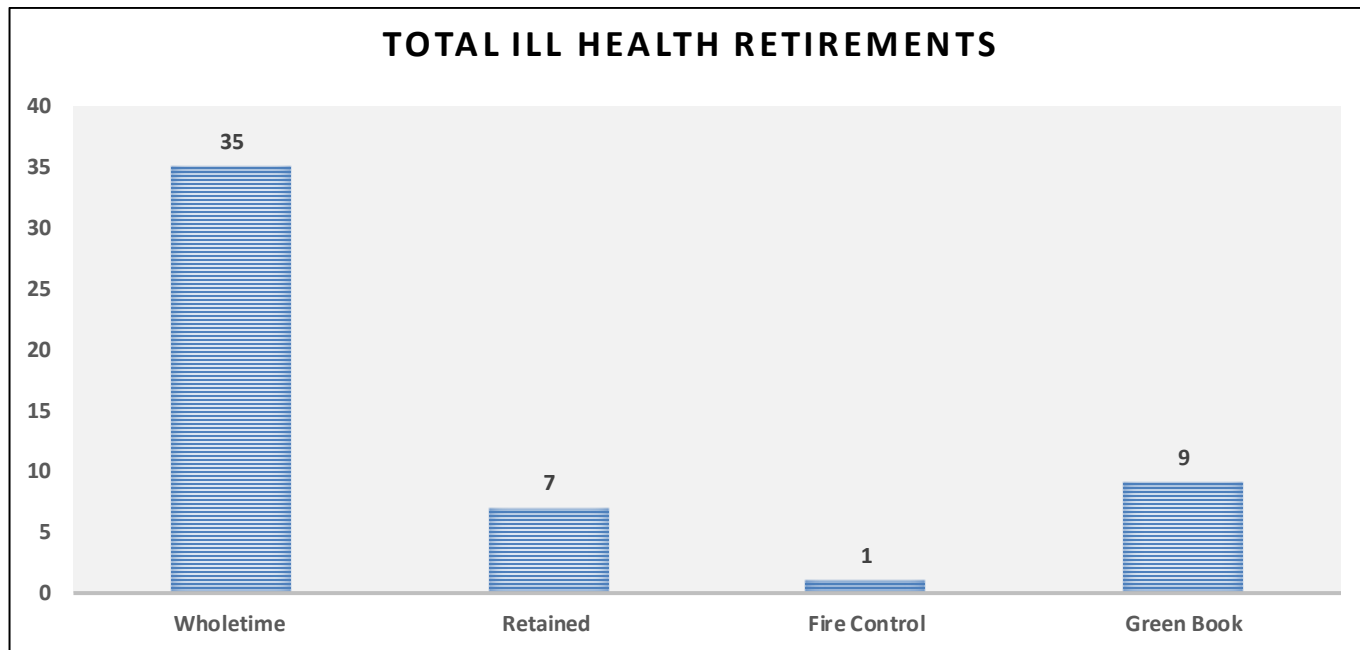


- North Yorkshire FRS has the highest percentage of working days/shifts lost to sickness per Green Book member of staff with 7.17%. During the same period in 2021/22, Manchester FRS had the highest with 6.06%.
- Surrey FRS recorded the lowest percentage of working days/shifts lost to sickness with 1.12%. During the same period in 2021/22, North West Fire Control recorded the lowest number of working days/shifts lost to absence with 0.50% and Surrey FRS was the next lowest recording 1.55%.
- The average percentage of duty days/shifts lost to sickness per Green Book member of staff during April 2022 to March 2023 is 3.7%.

## III Health Retirements

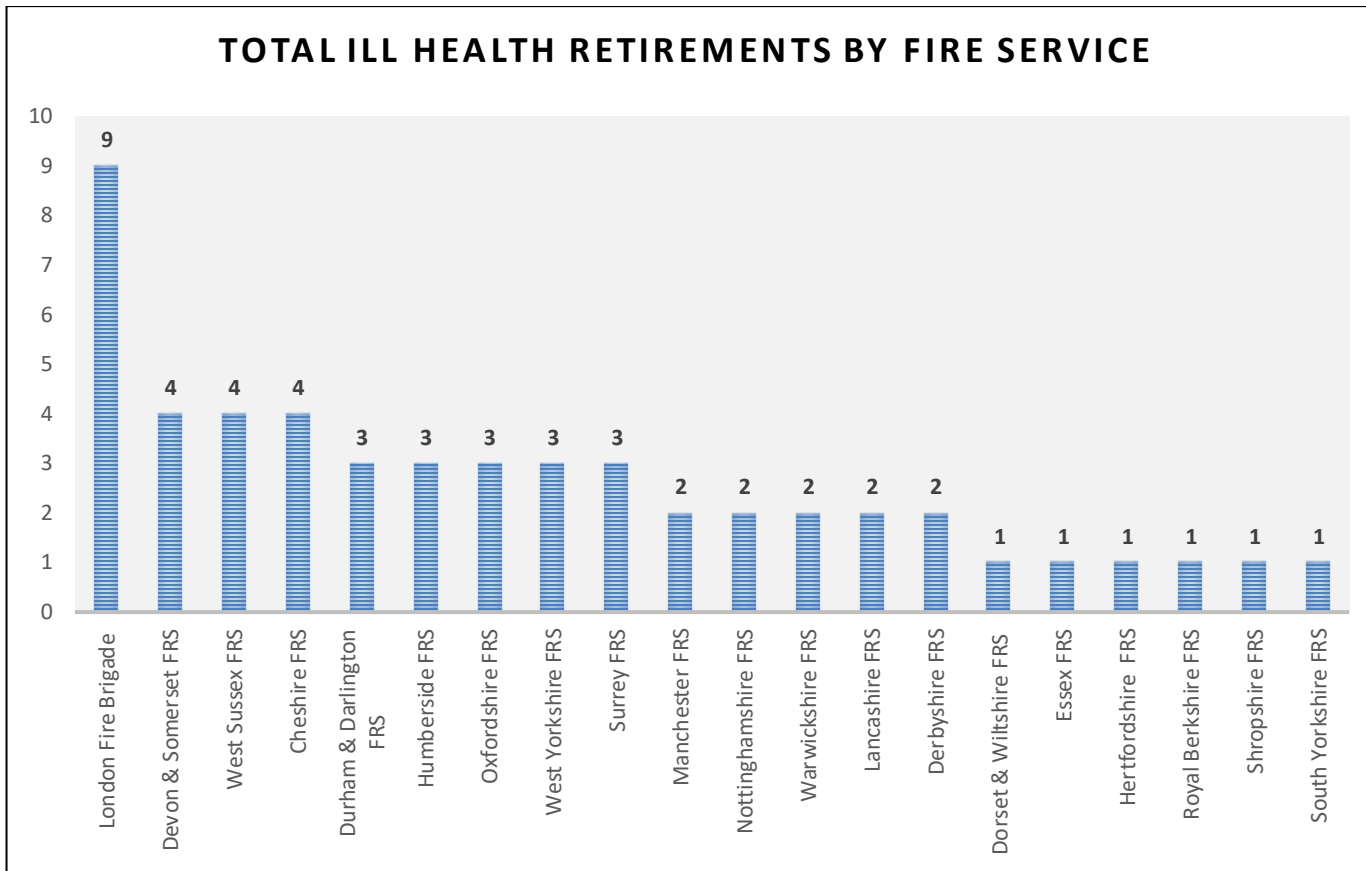
The following graphs show the total III Health Retirements nationally (only for those services which provided data).

A total of 52 III Health Retirements have been reported during the period April 2022 to March 2023. This is a reduction of 51 (50%) for the same period in 2021/22 when 103 were reported.



Of the thirty-two Fire Services (including North West Fire Control) that provided III Health Retirement data for the period April 2022 to March 2023, twelve have recorded zero III Health Retirements. When comparing to the previous year, thirty-seven FRS' submitted data and twelve recorded zero III Health Retirements.

## Ill Health Retirements



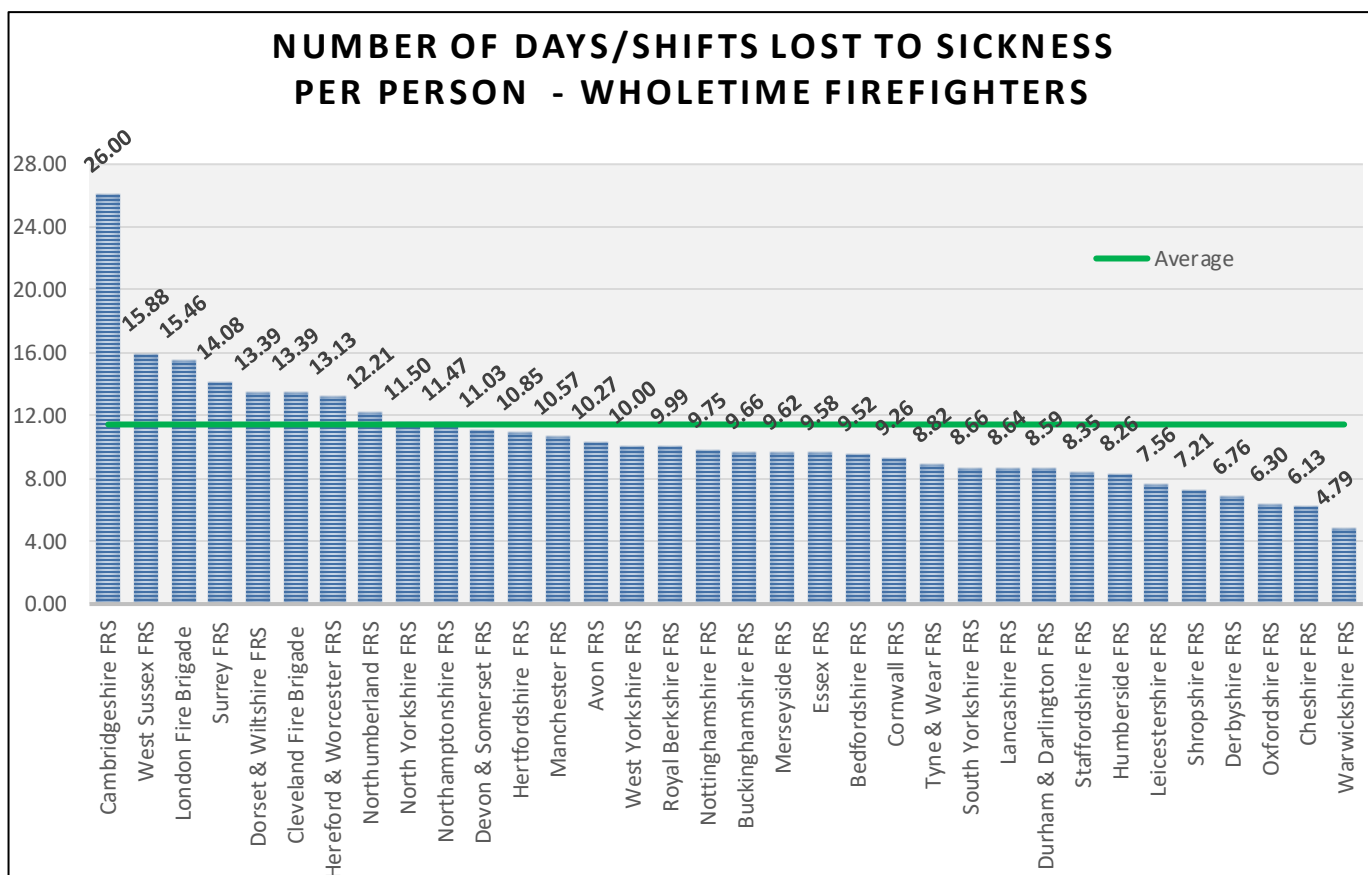
During the period April 2022 to March 2023, London Fire Brigade reported the highest number of Ill Health Retirements with nine.

Northern Ireland reported the highest during 2021/22, with thirty-five Ill Health Retirements.

## Analysis: Wholetime Personnel

During the period April 2022 to March 2023, the total days/shifts lost to sickness for Wholetime staff were 211,308.

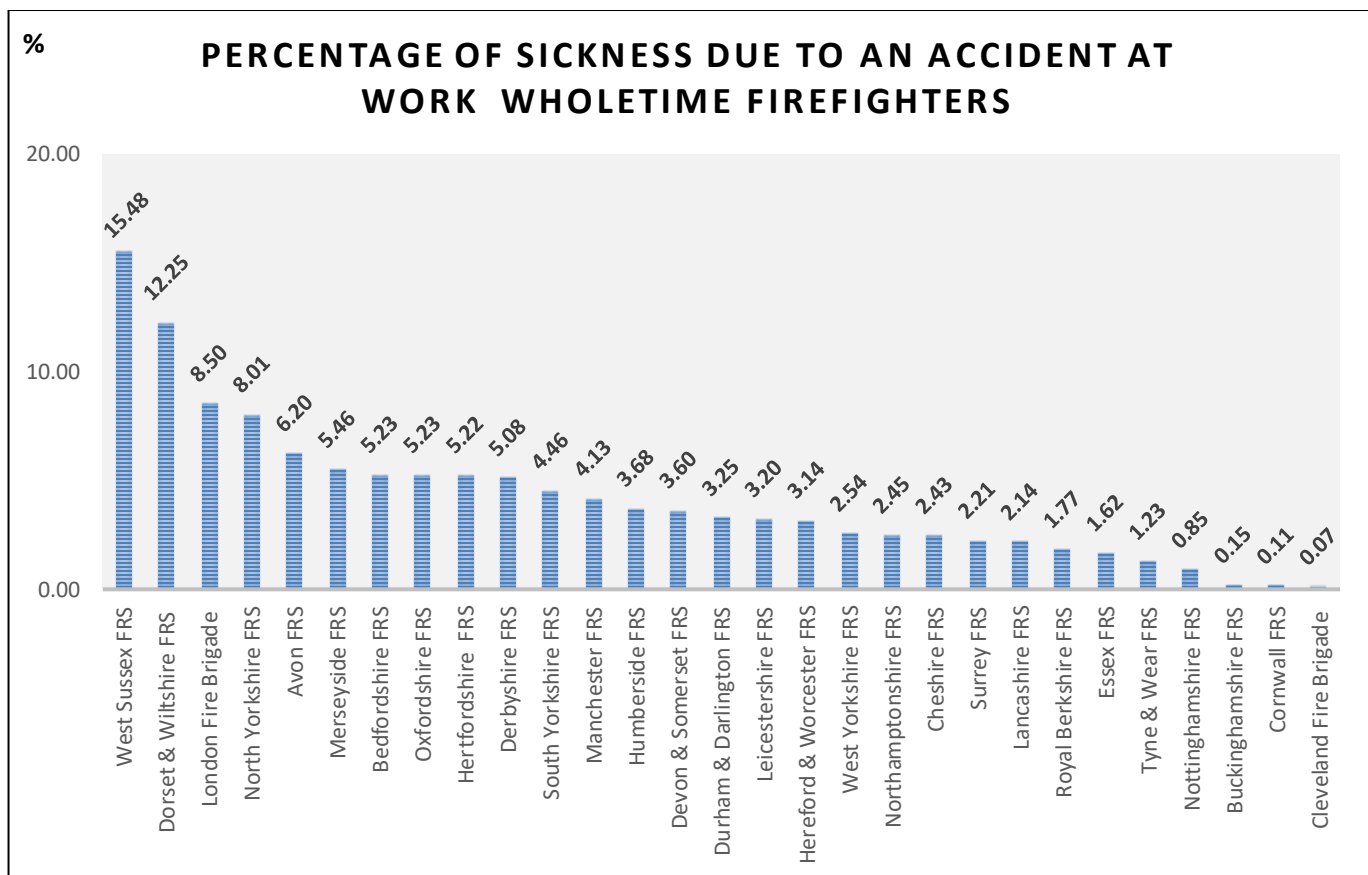
- Cambridgeshire FRS has the highest days/shifts lost to sickness per Wholetime Personnel with 26.00 duty days lost. During the previous year, West Sussex FRS was the highest with 17.18 duty days lost.
- Warwickshire FRS has the lowest days/shifts lost to sickness per Wholetime Personnel with 4.79 duty days lost. During the same period the previous year, Humberside FRS recorded the lowest with 5.57.
- The average number of duty days lost per Wholetime Personnel is 11.43 duty days. During the same period the previous year, the average was 11.16 duty days lost per employee therefore during 2022/23 0.27 extra days/shifts have been reported lost per person to sickness absence.



## Analysis: Wholetime Personnel

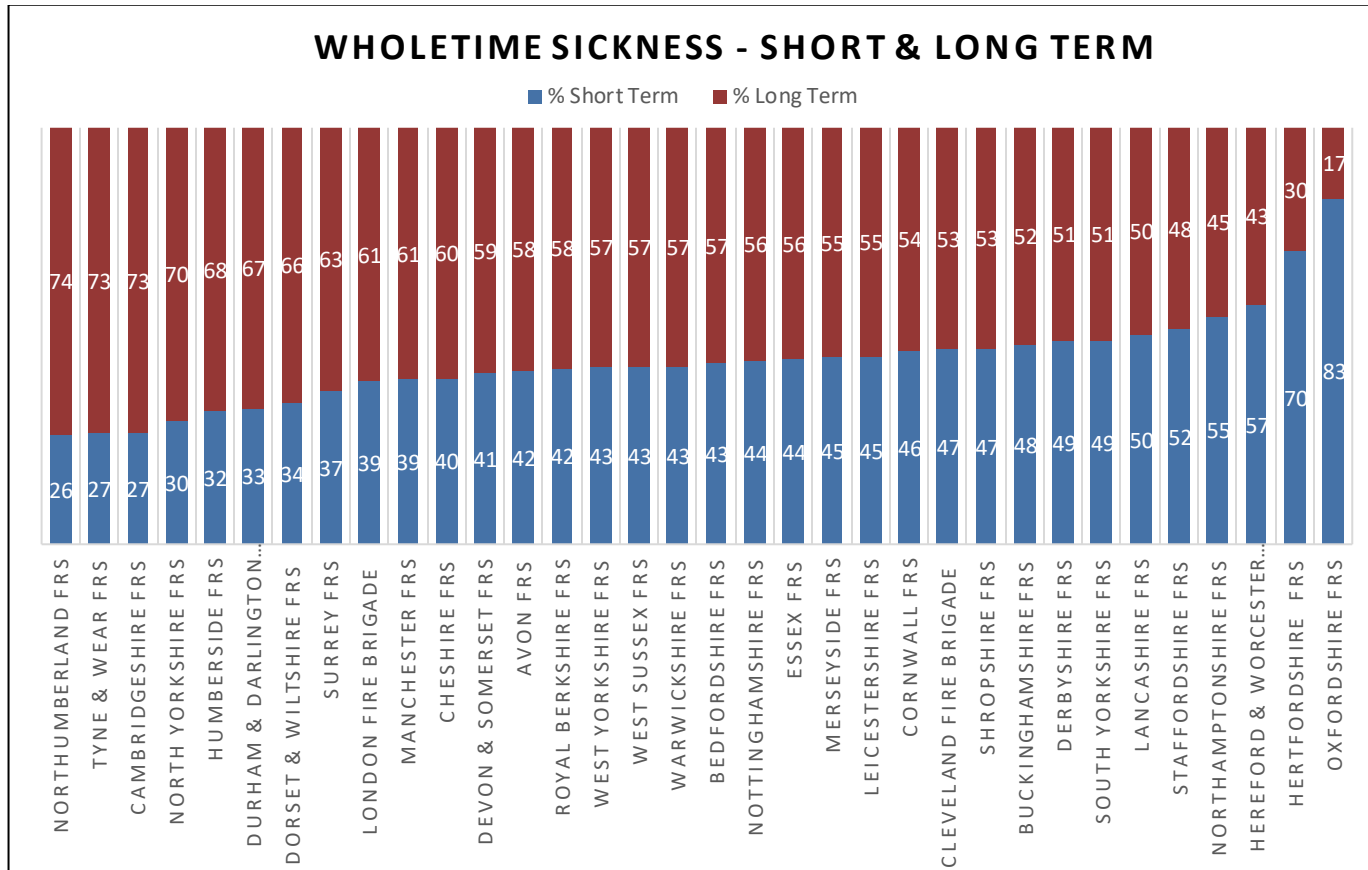
The following graph shows the percentage of sickness that is a result of an accident at work for Wholetime personnel.

- Thirty FRS' provided data on sickness due to an accident at work for Wholetime Personnel. Only Warwickshire FRS recorded zero shifts lost due to accidents at work amongst Wholetime staff. Four FRS' did not provide data/data not available.
- West Sussex FRS has the highest percentage of sickness due to an Accident at work for Wholetime Personnel (15.48%) with Cleveland Fire Brigade recording the lowest (0.07%), excluding those mentioned above that recorded zero.
- Five FRS' include absence due to Mental Health issues (stress/depression) where it is perceived to be work related. This equates to 17% of Fire and Rescue Services submitting accident at work 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: Wholtime Personnel

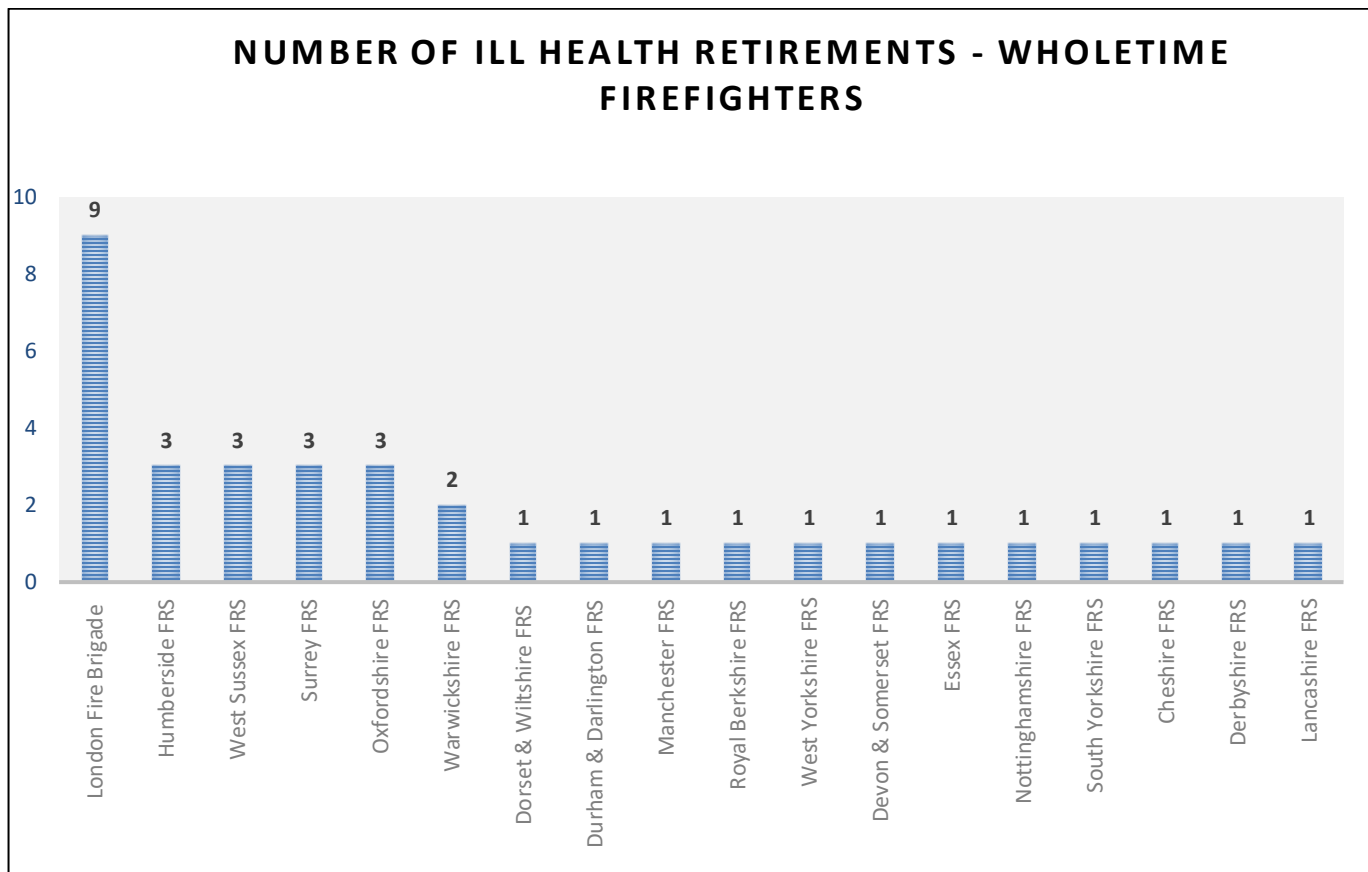
All Fire Services who submitted a return provided details of short and long term sickness. The Graph below illustrates this split:



## Analysis: Wholetime Personnel

Thirty-one Fire and Rescue Services reported data on Ill Health Retirements for Wholetime personnel during the period April 2022 to March 2023.

- A total of thirty-five Ill Health Retirements from eighteen Services have been reported during the period for Wholetime personnel. During the same period in the previous year, there were sixty-three Ill Health Retirements from twenty-three Services reported.
- Thirteen FRS' reported zero Ill Health Retirements for Wholetime personnel during the period April 2022 to March 2023. During the same period in 2021/22, thirteen Services also recorded zero Ill Health Retirements.

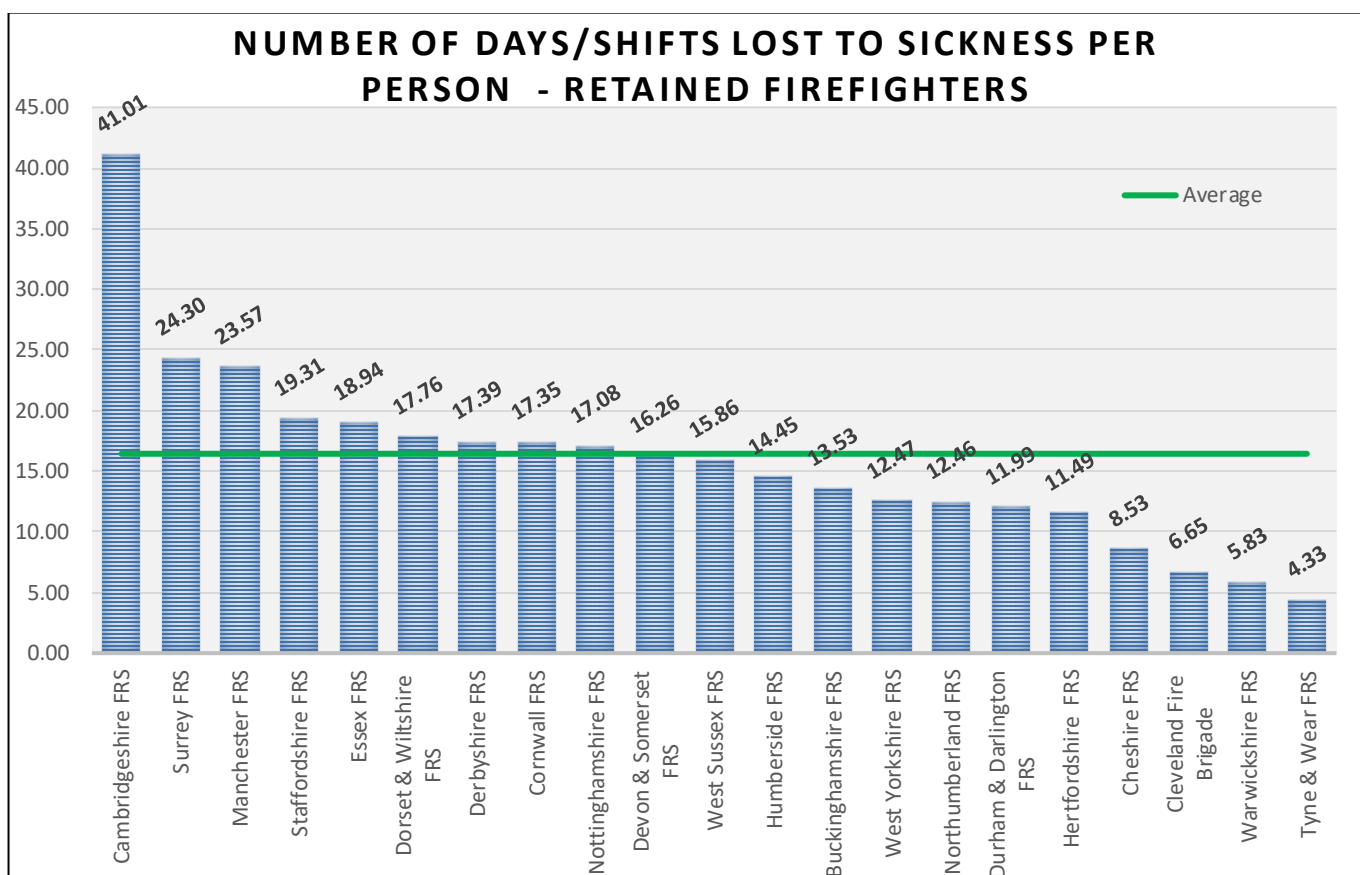




## Analysis: Retained Personnel

For the period April 2022 to March 2023 a total of 76,375 days/shifts lost to sickness has been reported.

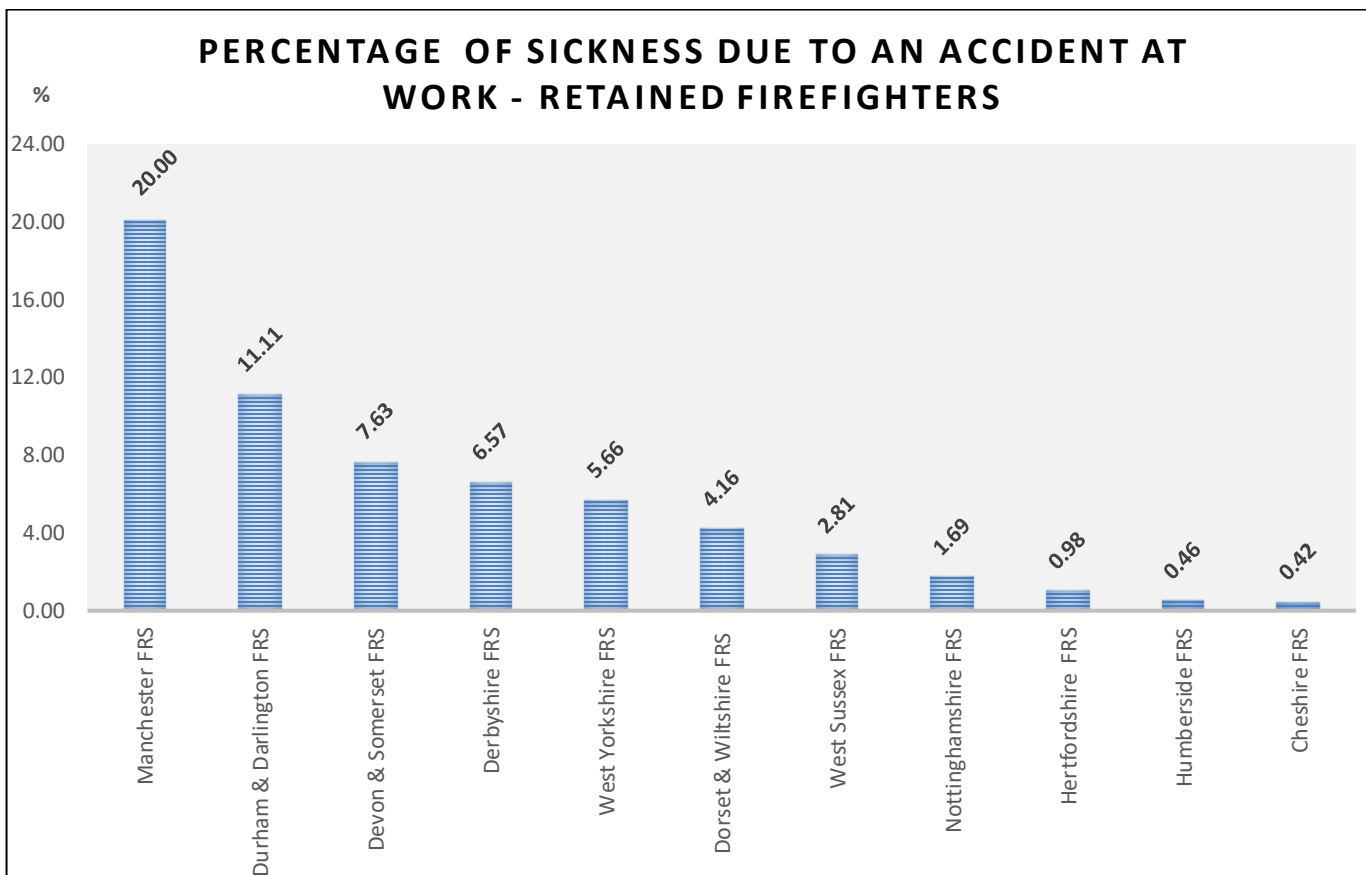
- Cambridgeshire FRS has the highest days/shifts lost to sickness per Retained Personnel with 41.01 shifts. During the same period the previous year, Cambridgeshire FRS was also the highest with 38.94 duty days.
- Tyne and Wear FRS recorded the lowest shifts lost with 4.33 per Retained Personnel. During the same period in 2021/22, Cleveland Fire Brigade was the lowest with 6.52 shifts lost per Retained Personnel.
- The average number of duty days lost per Retained Personnel is 16.44. The average for the same period the previous year was 14.27, an increase of 2.17 duty days lost per Retained member of staff.



## Analysis: Retained Personnel

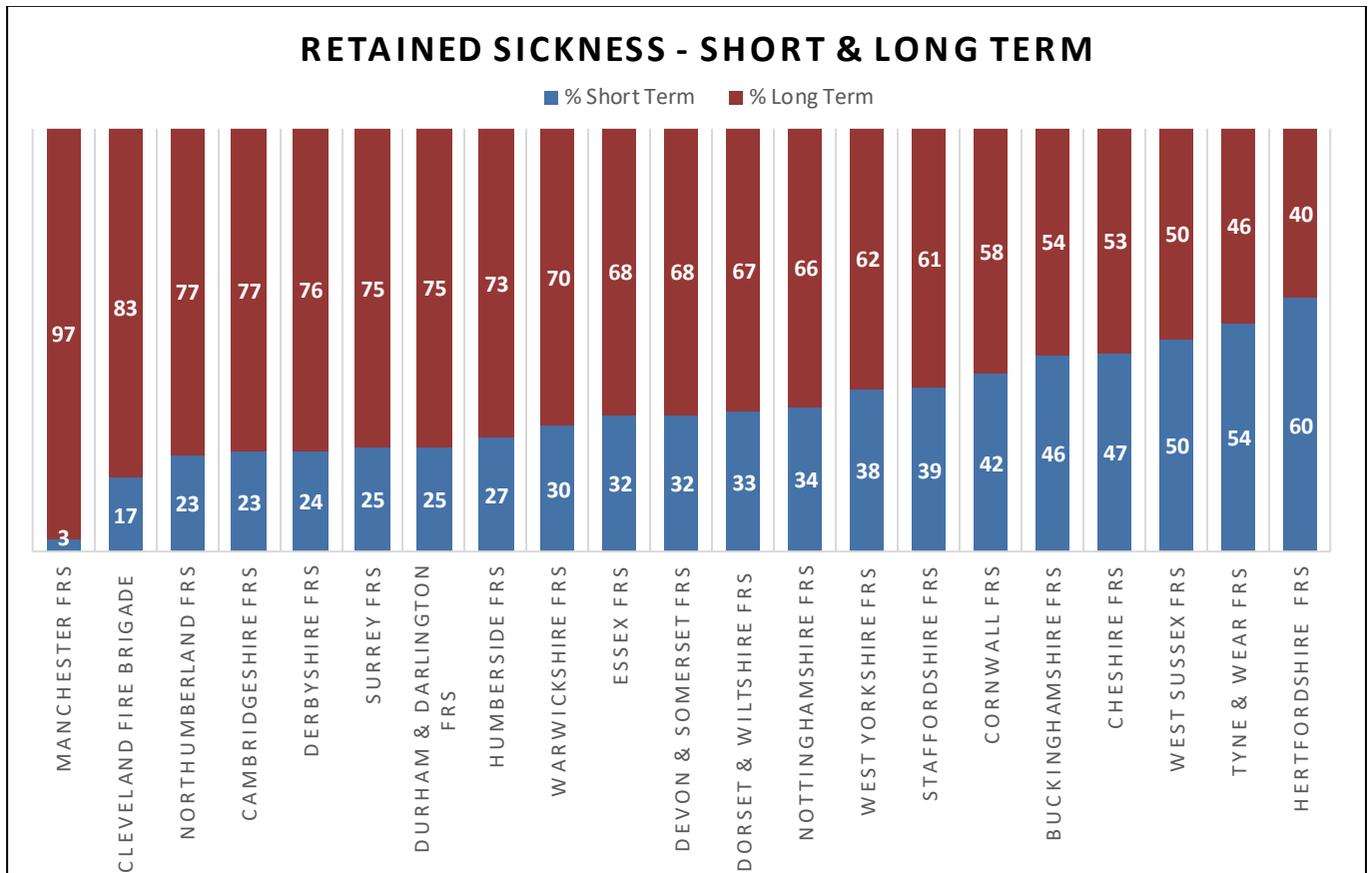
The following graph shows the percentage of sickness that is a result of an accident at work for Retained Personnel from the eighteen services that provided data:

- Eleven FRS' reported sickness for Retained members of staff and seven FRS' reported zero occasions of sickness as a result of accident (Buckinghamshire, Cleveland, Cornwall, Essex, Surrey, Tyne & Wear and Warwickshire FRS').
- From the FRS' in which sickness occurred as a result of an accident, Manchester FRS has reported the highest percentage for Retained Personnel (20.00%) with Cheshire FRS the lowest excluding the zero returns (0.42%).
- Hertfordshire FRS reported the highest percentage during the same period in 2021/22 (10.75%) with Staffordshire FRS reporting the lowest (0.34%) excluding the zero returns.



# Analysis: Retained Personnel

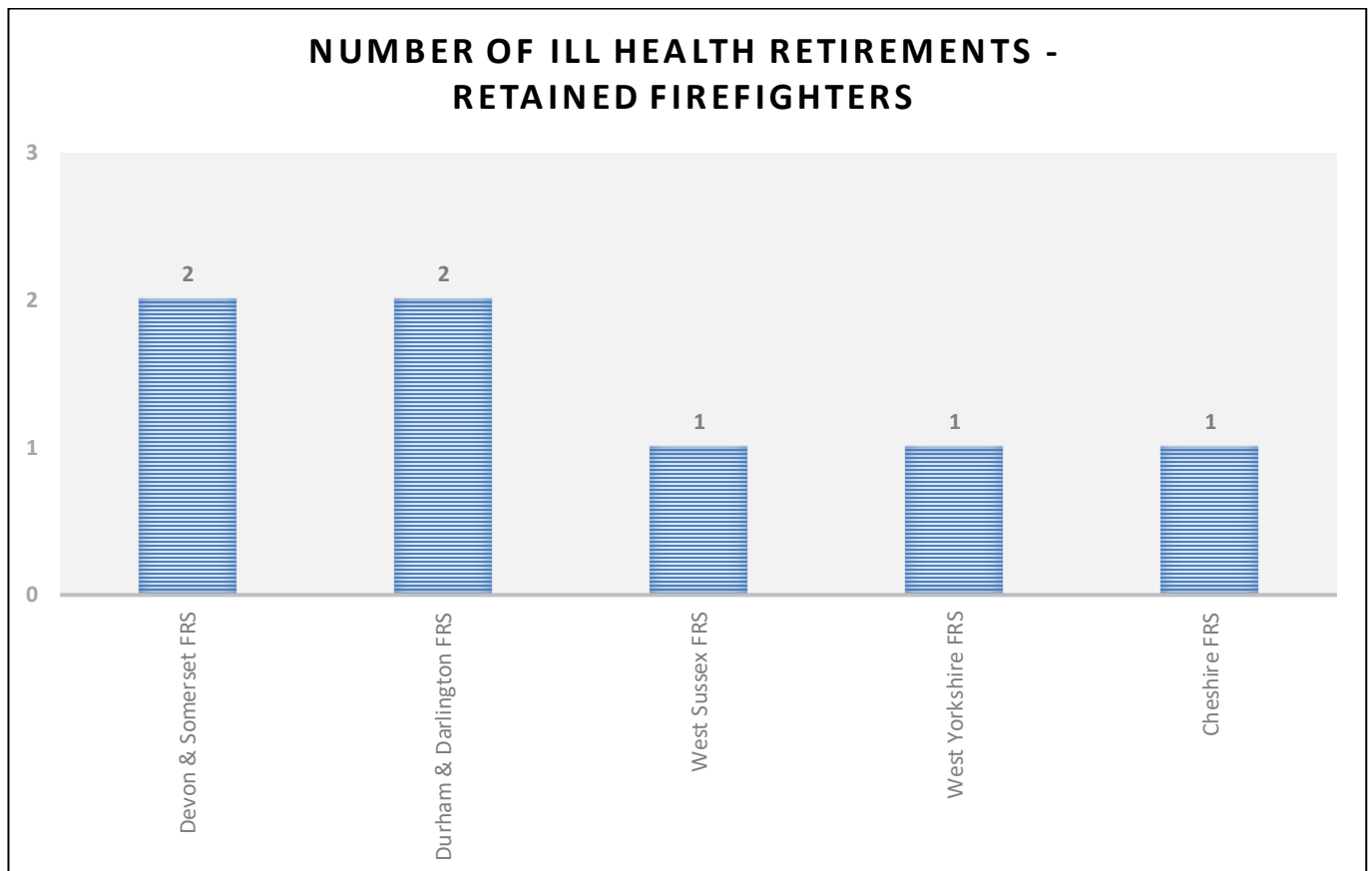
Twenty-one Fire Services provided details of Short and Long Term sickness. The graph below illustrates this split:



## Analysis: Retained Personnel

Nineteen Services reported data on Ill Health Retirements for the period April 2022 to March 2023.

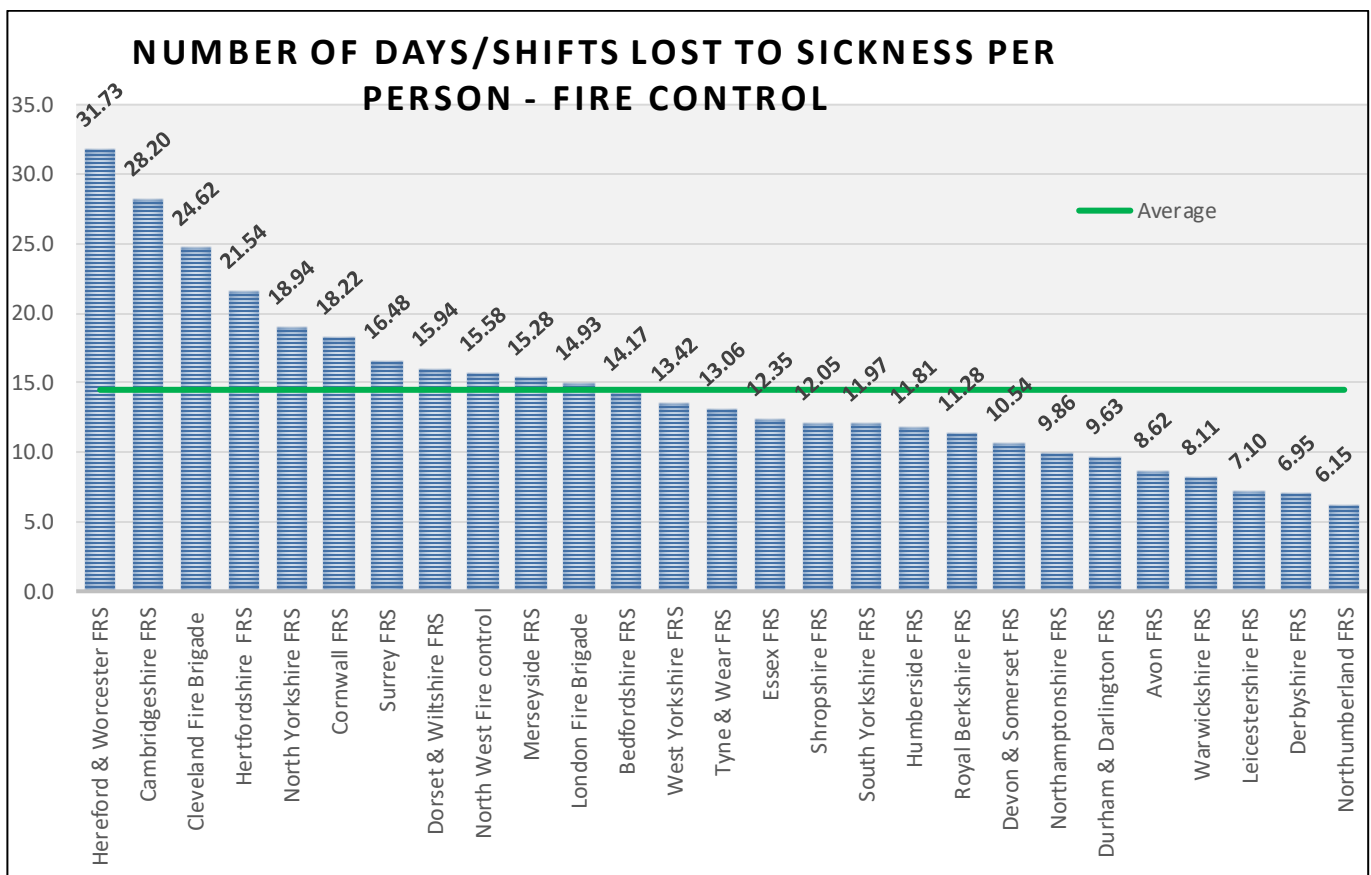
- A total of seven Ill Health Retirements from five services has been reported. During the same period in 2021/22, there were twenty-two Ill Health Retirements reported by eight Services.
- Fourteen Services reported zero Ill Health Retirements for Retained personnel during the period April 2022 to March 2023. During the same period in 2021/22, there were seventeen Services which recorded zero Ill Health Retirements.



## Analysis: Fire Control

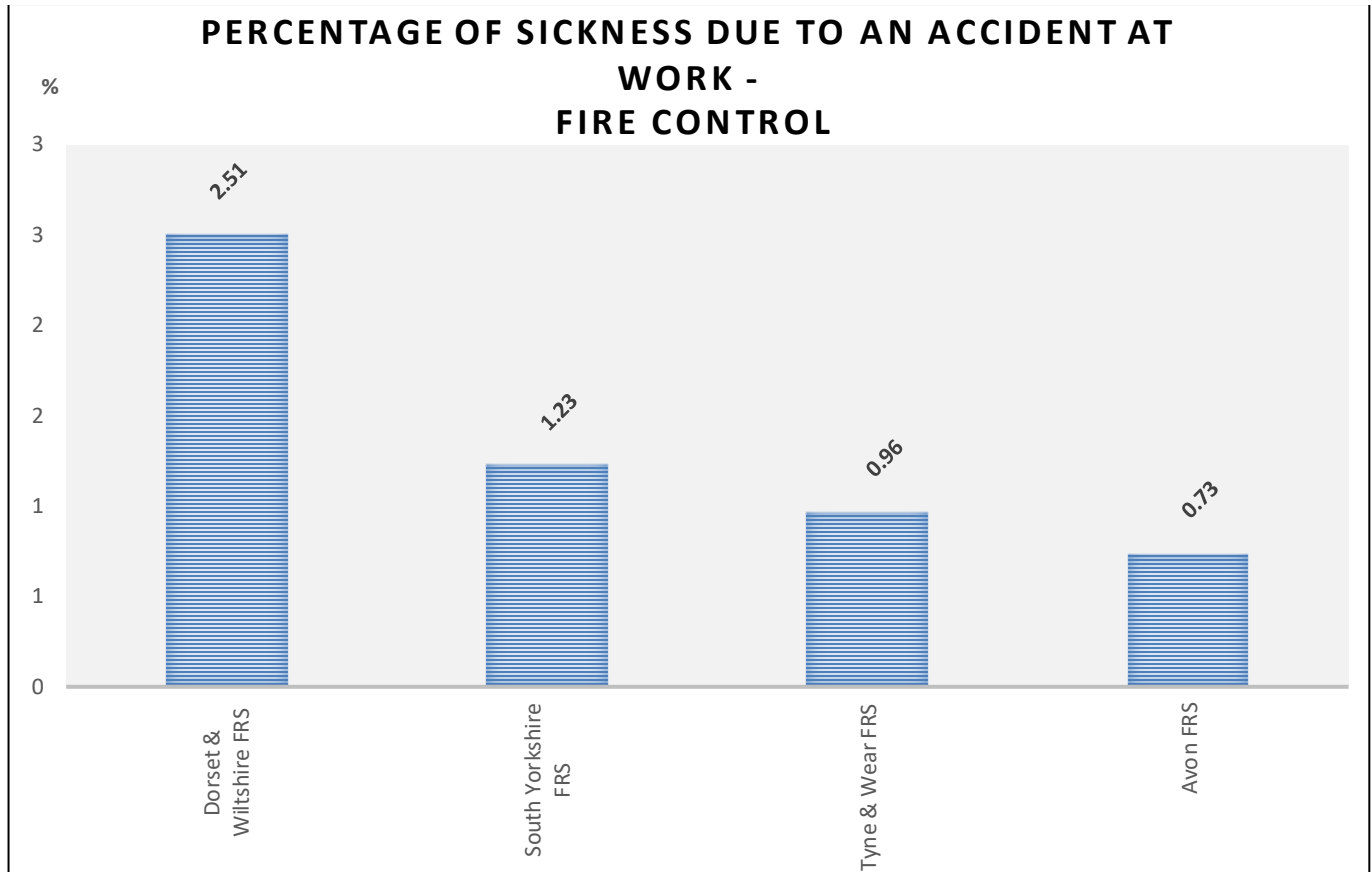
During the period April 2022 to March 2023 there was a total of 13,026 days/shifts lost to sickness.

- Hereford & Worcester FRS has the highest days/shifts lost to sickness per Fire Control employees with 31.73 shifts. During the same period the previous year, South Wales was the highest with 32.18 shifts.
- Northumberland FRS recorded the lowest number of days/shifts lost to sickness for Fire Control employees with 6.15. Lancashire FRS reported the lowest during the same period in 2021/22 with zero shifts lost, however it should be noted that their FTE is one. This was followed by Cornwall with 0.54 days/shifts lost.
- The average number of duty days lost per Fire Control employee is 14.49 shifts per operator compared to 12.77 duty days during the same period in 2021/22. This is an increase of 1.72 duty days per member of Fire Control.



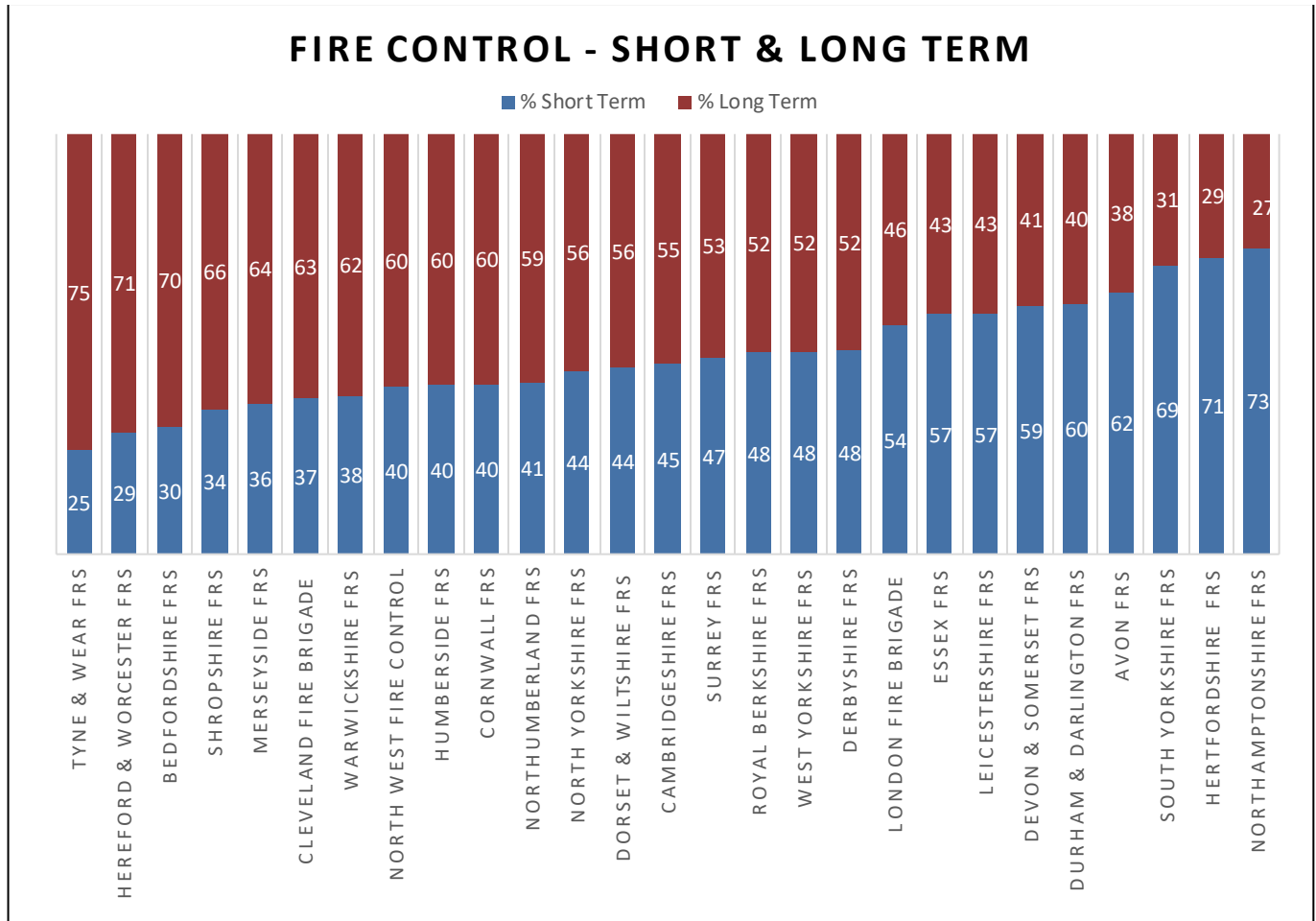
## Analysis: Fire Control

Four FRS' have recorded sickness absence due to an Accident at Work for Fire Control Personnel for the period April 2022 – March 2023.



# Analysis: Fire Control

Twenty Seven Fire Services provided their split between Short and Long Term sickness. The graph below gives an illustration of the split:



**III Health Retirements**

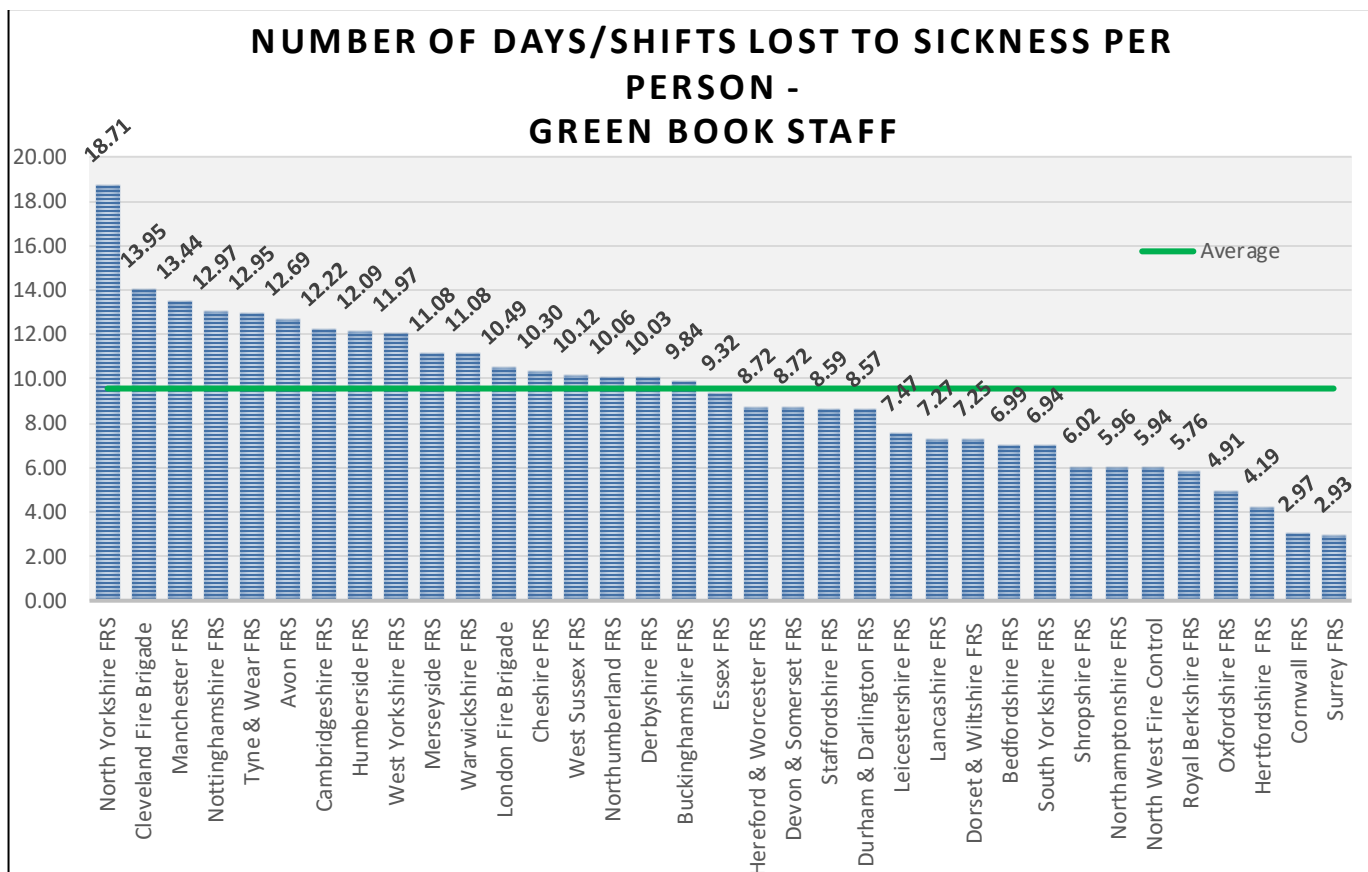
- Shropshire FRS recorded one Ill Health Retirement for Fire Control Staff during the reporting period. During the same period for 2021/22, there were two Ill Health Retirement reported by South Wales FRS and one by Northern Ireland FRS.



# Analysis: Green Book Employees

During the period April 2022 to March 2023, there were a total of 59,035 days/shifts lost to sickness for Green Book staff.

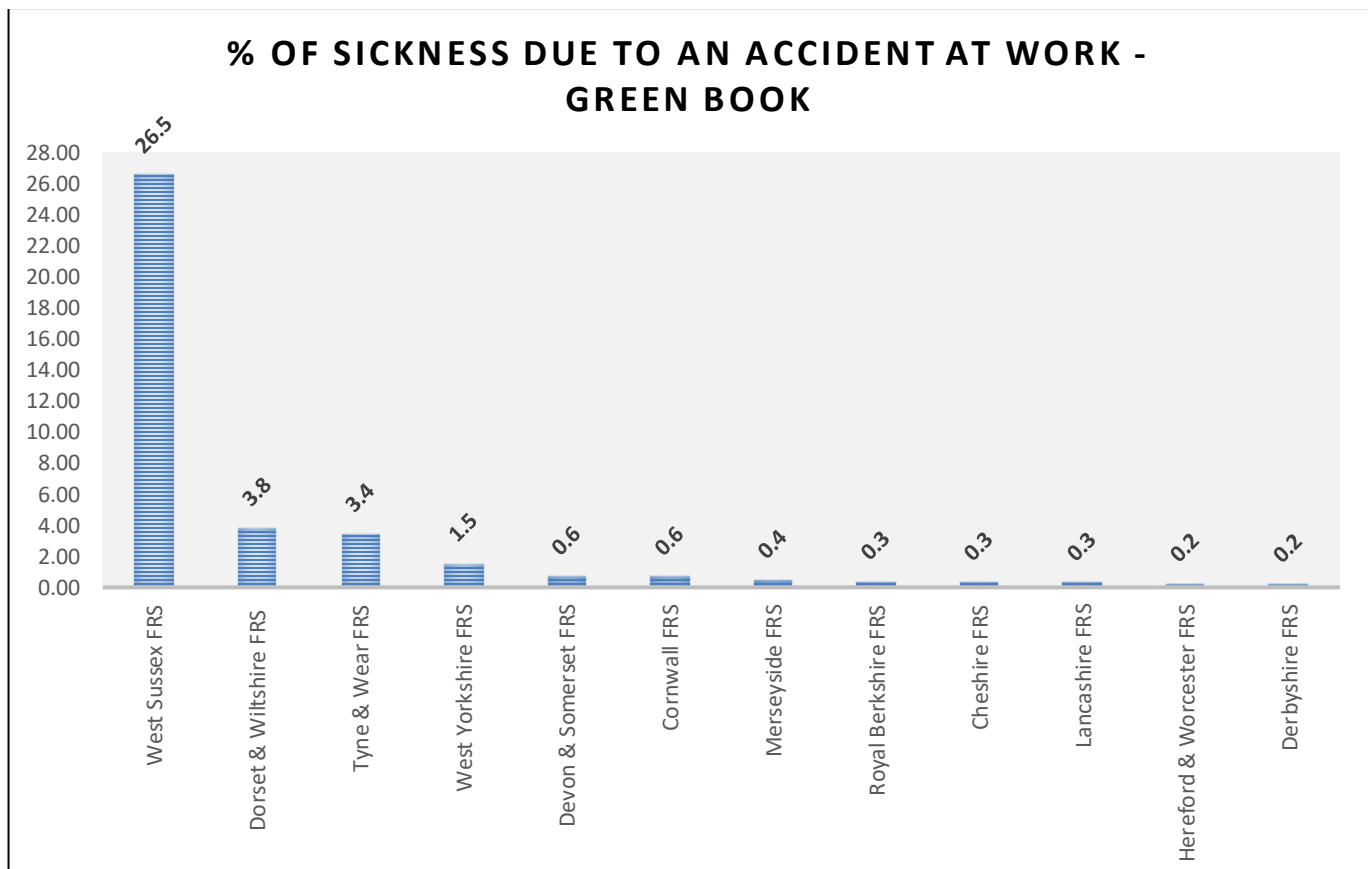
- North Yorkshire FRS has the highest days/shifts lost to sickness per Green Book employee with 18.71 shifts. Greater Manchester FRS recorded the highest during the same period in 2021/22 with 15.82.
- Surrey FRS was the lowest with 2.93 shifts/days lost per Green Book employee. During the same period in 2021/22, North West Fire Control were the lowest with 1.29 shifts/days lost per Green Book staff, followed by Surrey with 4.04 shifts/days lost.
- The average number of duty days lost per Green Book employee is 9.56 days/shifts compared to 9.32 days for the same period in the previous year, an increase of 0.24 shifts per person.



## Analysis: Green Book Employees

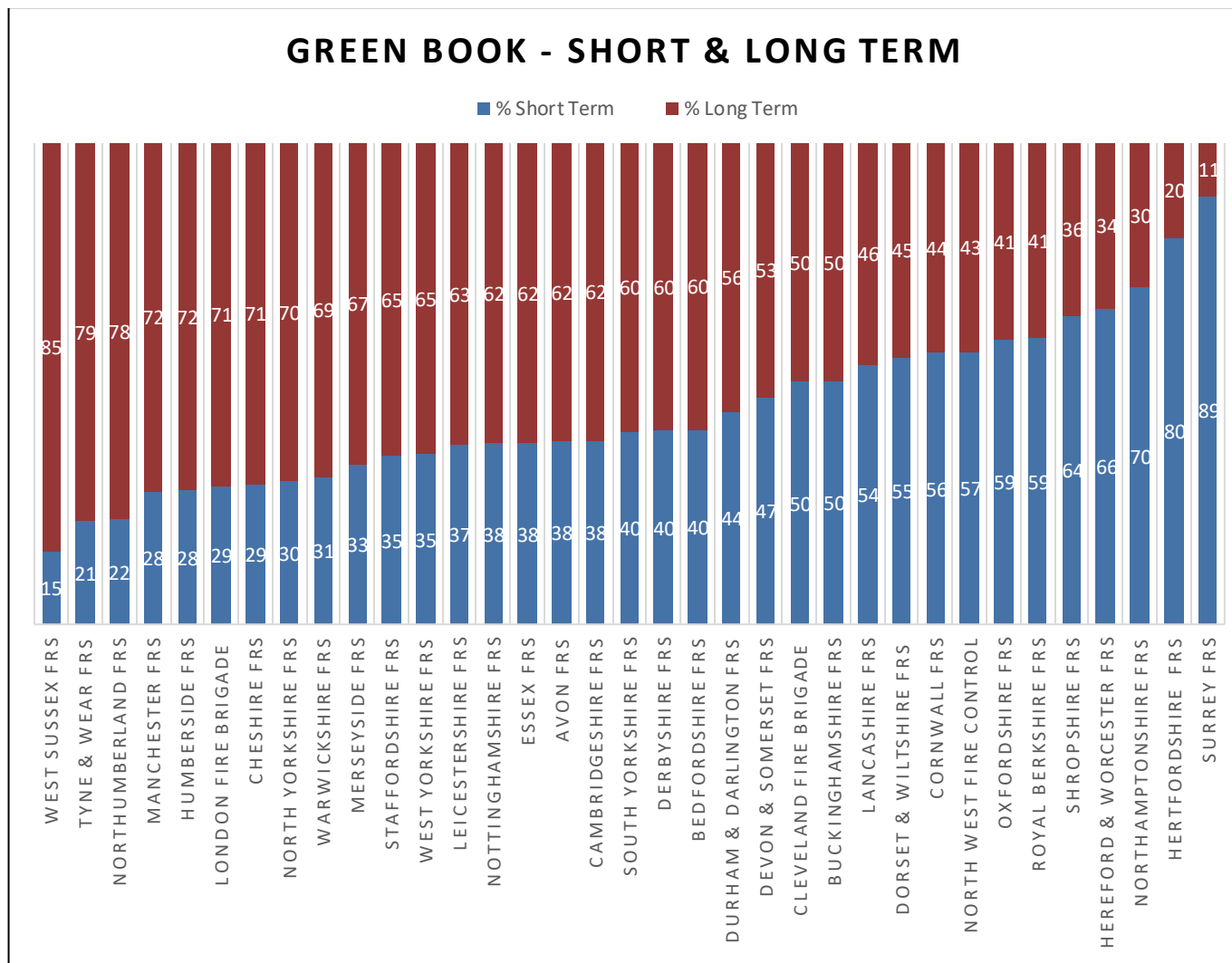
The following graph shows the percentage of sickness that is a result of an accident at work for Green Book staff.

- Twelve FRS' reported sickness due to an accident in the workplace. Four FRS' did not provide data/data not available.
- Nineteen FRS' reported zero sickness due to an accident (Avon, Bedfordshire, Buckinghamshire, Cleveland, Durham & Darlington, Essex, Hertfordshire, Humberside, Leicestershire, London Fire Brigade, Manchester, North West Fire Control, North Yorkshire, Northamptonshire, Nottinghamshire, Oxfordshire, South Yorkshire, Surrey and Warwickshire).
- Of the twelve FRS' that reported accidents, West Sussex FRS has the highest percentage of sickness due to an accident at work for Green Book employees (26.5%) with Derbyshire FRS recording the lowest (0.2%) excluding the zero returns. During the same period in the previous year, East Sussex FRS was the highest (12.2%) and Manchester FRS was the lowest (0.1%) excluding the zero returns.



# Analysis: Green Book Employees

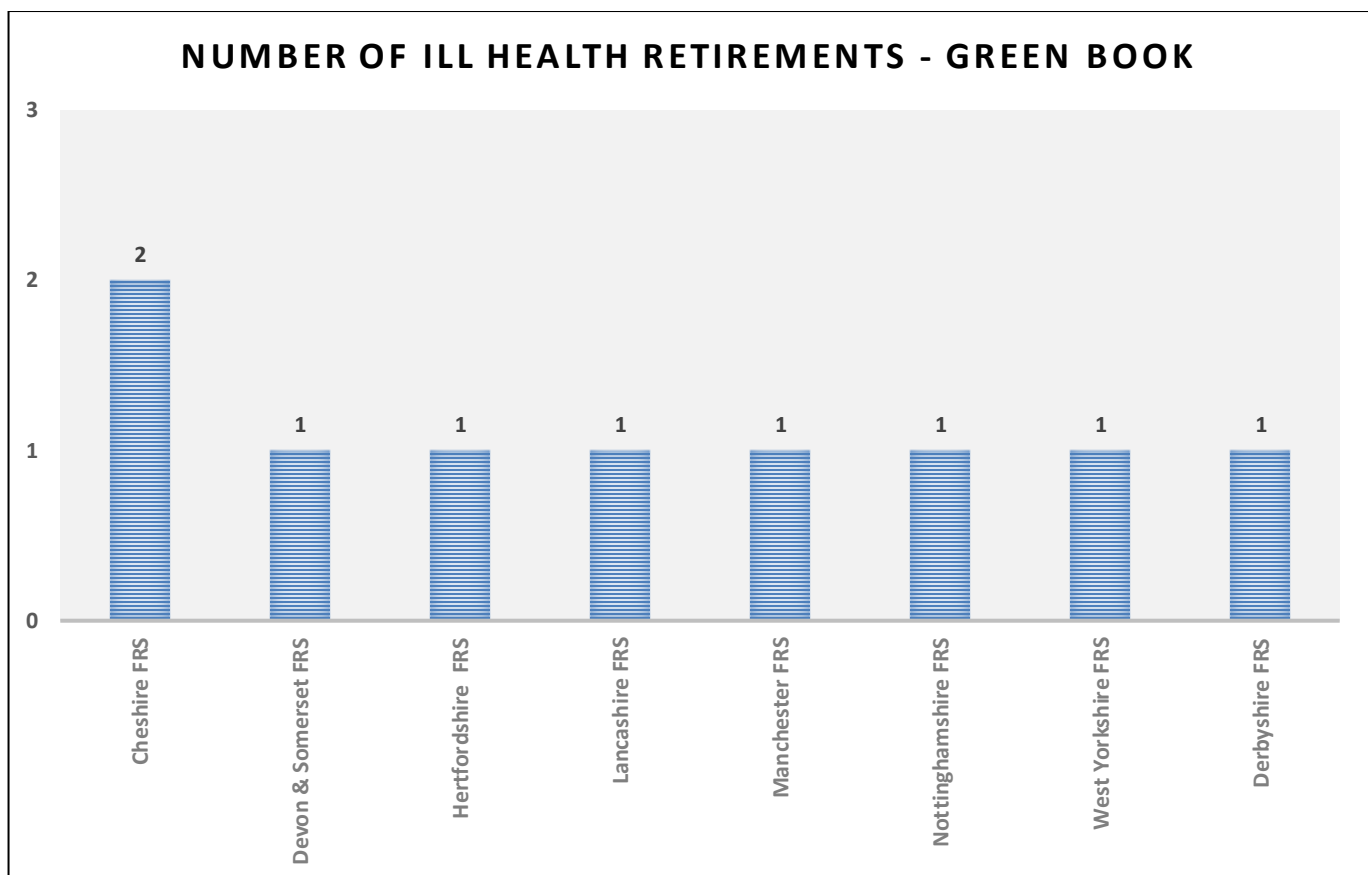
Thirty-five Fire Services provided their split between Short and Long Term sickness. The graph below illustrates this split:



# Analysis: Green Book Employees

## Ill Health Retirements

- Thirty-two Fire and Rescue Services provided data on Ill Health Retirements for Green Book employees during the period April 2022 to March 2023. Of the thirty-two FRS' who provided a return, there were nine Ill Health Retirements from eight services. During the same period for the previous year, there were fifteen Ill Health Retirements from eight services.
- Twenty-four services reported zero Ill Health Retirements for Green Book employees. During the same period the previous year, twenty nine services reported zero Ill Health Retirements.



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