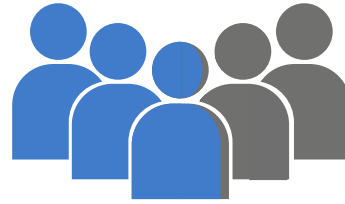


2022/2023 Sickness Absence in the Northern Ireland Civil Service

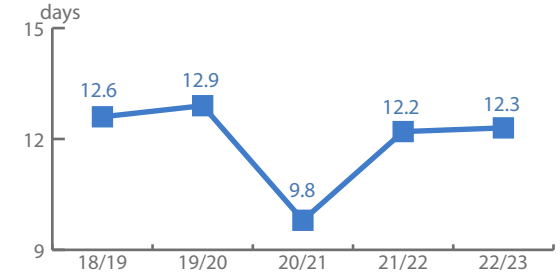


The average number of days lost to sickness absence. An **increase** on the **previous year's** figure of **12.2 days**.



57.8% of staff went the entire 2022/2023 period **without a spell of sickness absence**. A decrease on the **previous year's** figure of **62.0%**.

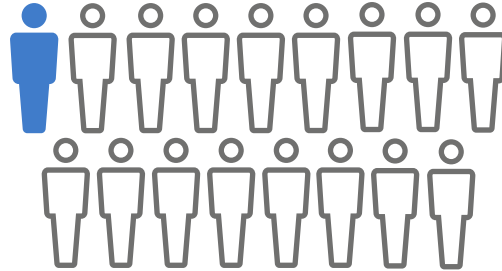
Average Working Days Lost



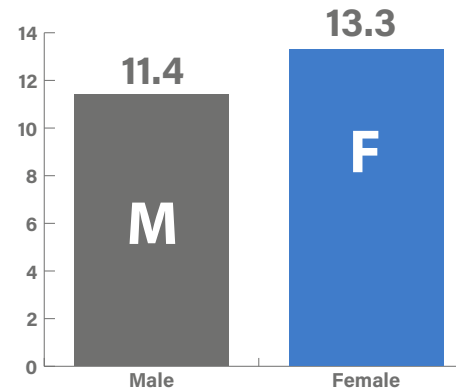
2022/23 saw a slight increase in the rate of absence compared to the **previous year** and maintained levels similar to those recorded prior to the **Covid-19** pandemic.



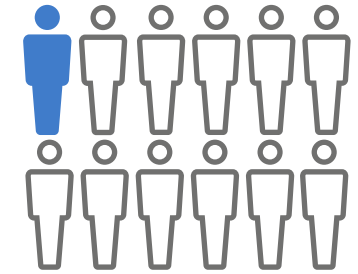
An estimated **£39.0 million** in direct salary cost was lost due to sickness absence, equivalent to around **3.7%** of the total NICS payroll.



Around **1 in 17** staff had an absence due to **'Covid-19'** during 2022/2023. These absences accounted for **1,578** spells and represented **6.0%** of all sickness absence days that occurred in 2022/2023.



On average, **females** lost approximately **1.2 times** as many sick days as their **male** colleagues. With **pregnancy related disorders** excluded, the average number of days lost for females was **12.9 days**.



Approximately **1 in 12** NICS staff had a spell of sickness absence due to a **mental health¹ illness**. **38.0%** of all working days lost were due to these reasons.

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