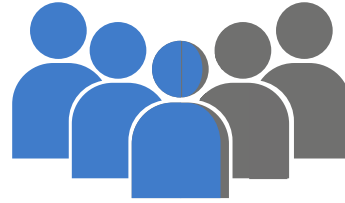


# 2023/2024 Sickness Absence in the Northern Ireland Civil Service

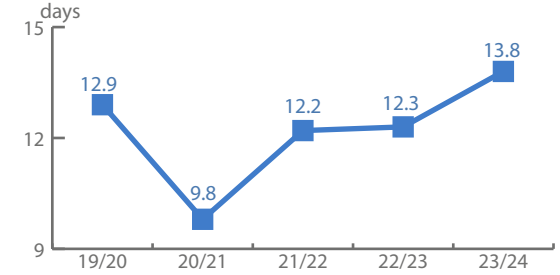


The average number of days lost to sickness absence. An **increase** on the **previous year's figure of 12.3 days**.



**56.9%**  
of staff went the entire 2023/2024 period **without a spell of sickness absence**. A decrease on the **previous year's figure of 57.8%**.

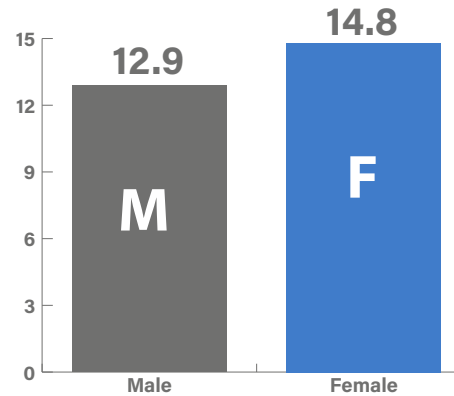
## Average Working Days Lost



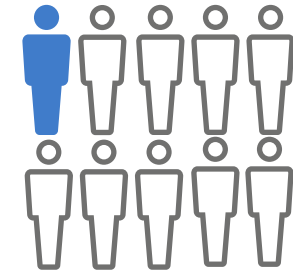
2023/24 saw an increase in the rate of absence compared to the **previous year** and exceeded levels to those recorded prior to the **Covid-19** pandemic.



An estimated **£44.0 million** in direct salary cost was lost due to sickness absence, equivalent to around **4.0%** of the total NICS payroll.



On average, **females** lost approximately **1.1 times** as many sick days as their **male** colleagues. With **pregnancy related disorders** excluded, the average number of days lost for females was **14.2 days**.



Approximately **1 in 10** NICS staff had a spell of sickness absence due to a **mental health<sup>1</sup> illness**. **43.0%** of all working days lost were due to these reasons.

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