

# Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

## Information Governance Department

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Ref: FOI/2025/11150

Date Received: 15<sup>th</sup> October 2025

Response Due: 12<sup>th</sup> November 2025

Date: 11<sup>th</sup> November 2025

Dear Sir/Madam

With reference to your request for information received on 15<sup>th</sup> October 2025, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold part of the information you have requested. A response to each part of your request is provided below.

In your request you asked:

### 1. General sickness absence from 2020-2025:

- **The total number of staff sickness absence days taken each year, broken down by year from 2020-2025.**

2020 = 148,427.

2021 = 150,139.

2022 = 177,369.

2023 = 145,204.

2024 = 153,992.

2025 (up to 30/09/2025) = 124,703.

### 2. Categorisation of sickness absence:

- **Does your organisation code sickness absences by specific category or reason (e.g. 'mental health', 'burnout', 'flu', 'musculoskeletal issues')?**

Yes.

- **If yes, please provide the breakdown for each recorded sickness category for each year in the five-year period (2020-2025).**

Please see the below table.

<b>Absence Reason</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025*</b>
S10 Anxiety/stress/depression/other psychiatric illnesses	986	1,061	1,207	1,191	1,239	1,208
S11 Back Problems	277	324	309	335	354	340
S12 Other musculoskeletal problems	358	440	503	528	599	590
S13 Cold, Cough, Flu - Influenza	643	1,092	2,102	2,507	3,013	1,881
S14 Asthma	32	26	39	25	26	8
S15 Chest & respiratory problems	253	340	431	407	423	299
S16 Headache / migraine	304	481	511	589	599	469
S17 Benign and malignant tumours, cancers	59	77	73	68	57	69
S18 Blood disorders	9	14	22	18	23	25
S19 Heart, cardiac & circulatory problems	100	98	125	149	172	134
S20 Burns, poisoning, frostbite, hypothermia	7	8	10	7	<5	11
S21 Ear, nose, throat (ENT)	208	289	359	394	387	273
S22 Dental and oral problems	66	101	113	134	146	118
S23 Eye problems	78	80	87	95	122	100
S24 Endocrine / glandular problems	25	28	31	28	29	33
S25 Gastrointestinal problems	1,057	1,482	2,160	2,279	2,670	2,022
S26 Genitourinary & gynaecological disorders	205	230	254	278	301	295
S27 Infectious diseases	667	745	2,025	1,056	394	113
S28 Injury, fracture	166	223	213	257	221	225
S29 Nervous system disorders	28	26	32	42	39	42
S30 Pregnancy related disorders	265	350	526	515	683	536
S31 Skin disorders	56	55	78	71	91	80
S32 Substance abuse	<5	0	<5	<5	0	0
S98 Other known causes - not elsewhere classified	1,108	1,191	1,258	1,227	1,336	582
S99 Unknown causes / Not specified	1,254	1,265	1,772	54	62	57

\*2025 information is based on the time period of 01/01/2025 – 30/09/2025.

We are withholding the exact figures under Section 40(2) of the Freedom of Information Act 2000, as disclosing it could lead to the identification of individuals. This constitutes personal data, and its release would breach the data protection principles.

**3. If such categorisations have changed over time, please indicate when changes to categories or coding were implemented.**

The reasons for sickness absence are standard categories on the ESR system and are not determined at local Trust level. Therefore, we are unable to confirm as to whether there have been changes since ESR was implemented as any changes would have been agreed on a national basis.

**4. Locum and agency staff usage from 2020-2025:**

- **The total number of locum or agency staff engaged in each year of the five-year period (2020-2025).**
- **If records permit, please detail the total expenditure on locum or agency staff for each year.**
- **If possible, please indicate whether the use of locum/agency staff was linked to covering staff sickness absences.**

Please see the below table. The Trust is unable to provide any medical and dental data before June 2022 as we no longer have access to the previous system used at this time.

			Medical & Dental	
Agency/Bank	Booking Reason	Year of Start Date Time	Number of Workers	Booking Value
Agency	Sickness	2022	14	£108,107.22
		2023	20	£244,493.52
		2024	44	£549,285.34
		2025	24	£328,330.91
	Non-Sickness	2022	151	£3,292,235.53
		2023	169	£5,975,395.43
		2024	145	£6,041,622.55
		2025	147	£5,038,800.89
Bank	Sickness	2022	52	£122,229.90
		2023	81	£393,644.43
		2024	111	£464,201.03
		2025	107	£271,569.39
	Non-Sickness	2021	1	£290.18
		2022	256	£2,091,180.99
		2023	366	£5,013,286.00
		2024	380	£4,244,529.40
		2025	323	£2,780,636.16

			Nursing	
Agency/Bank	Booking Reason	Year	Number of Workers	Cost
Agency	Sickness	2020	526	£1,759,244.00
		2021	242	£599,385.62
		2022	344	£1,114,541.65
		2023	218	£284,838.48
		2024	68	£86,039.55
		2025	46	£40,541.44
	Non-Sickness	2020	536	£2,165,599.11
		2021	401	£1,616,310.95
		2022	472	£3,101,979.39
		2023	366	£1,211,684.95
		2024	119	£635,525.78
		2025	70	£286,258.04
Bank	Sickness	2020	22363	£4,904,443.00
		2021	50514	£6,389,679.87
		2022	66888	£6,233,703.18
		2023	62534	£5,004,773.02
		2024	51623	£5,014,680.86
		2025	12309	£1,231,213.70
	Non-Sickness	2020	22363	£5,275,622.16
		2021	50514	£12,688,484.04
		2022	66888	£17,349,361.54
		2023	62534	£16,760,534.73
		2024	51623	£13,948,124.21
		2025	12309	£3,353,535.95

Please note: Question 4 has been answered with assistance from NHS Professionals and Liaison Group.

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Juliette Tait  
Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wroughtington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire, SK9 5AF

Helpline number: 0303 123 111