



**Wrightington, Wigan and
Leigh Teaching Hospitals**
NHS Foundation Trust

Information Governance Department

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Email: foi@wwl.nhs.uk
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Ref: FOI/2025/11247

Date Received: 21st November 2025

Response Due: 19th December 2025

Date: 19th December 2025

Dear Sir/Madam

With reference to your request for information received on 21st November 2025, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

1. What is the distribution of sickness absence days amongst your organisation's workforce by percentile?

Clarification: In this case we are seeking to understand what proportion of people take what proportion of your organisation's sickness absence – eg what percentage of sickness absence is taken by the top 1%, 2%, 5%, 10% and 20% of the workforce taking them. We are hoping for the data for 2024.

Workforce Segment	Number of Staff	% of total sickness absence days (2024)
Top 1% of staff	48	9.73%
Top 2% of staff	95	16.53%
Top 5% of staff	238	31.59%
Top 10% of staff	475	48.83%
Top 20% of staff	949	69.38%

2. **A breakdown of sickness absence in your organisation in 2024 by grade and function**
Clarification: If it assists you can replace the terms 'function and grade' with 'job group and band' – other trusts have found this clearer.
Please see attached
3. **Details of what measures, interventions and support has your organisation provided to reduce sickness absence.**
The Trust has a range of wellbeing support measures in place for employees including an employee assistance programme, access to staff fast track physiotherapy services alongside an in-house Occupational Health service.
4. **A copy of your HR policies relating to sickness absence**
Please find attached a copy of the Attendance Management and Wellbeing and Attendance Support Policy. We are currently transitioning to the Wellbeing Policy; however, this version is approved and up to date.

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, Wrightington, 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