

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



**April 2024 — June 2024**

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## **Data Quality Statement:**

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. No further validation of data has been completed during the production of this report.

The FRS' providing data may change. For the Q1 2024/25 report, a total of 36 FRS' have returned data. This is one more than provided data in Q1 2023/24. In addition, there are differences in which FRS participated. This should be taken into consideration when comparing sickness levels and the proportion of causes of sickness historically.

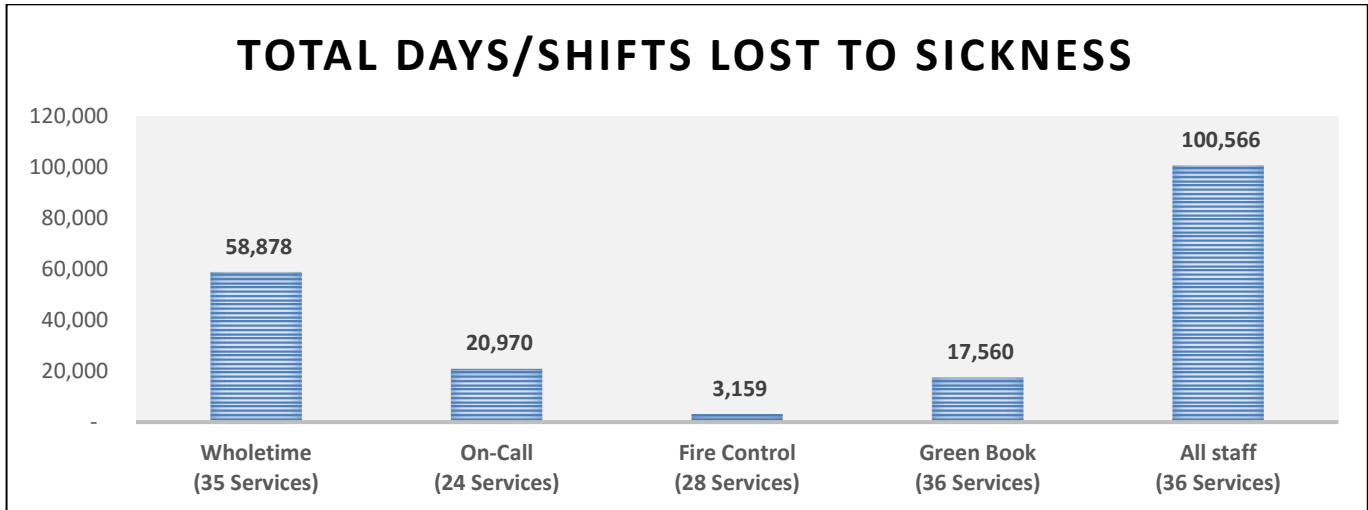
Some FRS' have only provided part of the data. For example, they may have provided duty days lost but not the number of occurrences of data or have not been able to provide information on a particular staff group. If strength data has been provided but no information is available on the duty days lost, the strength data for that particular FRS' affected staff group is removed from the 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
- East Sussex FRS
- Essex FRS
- Greater Manchester FRS
- Hampshire & IOW FRS
- Hertfordshire FRS
- Humberside FRS
- Kent FRS
- Lancashire FRS
- Leicestershire FRS
- London Fire Brigade
- Merseyside FRS
- North West Fire Control
- North Yorkshire FRS
- Northumberland FRS
- Nottinghamshire FRS
- Oxfordshire FRS
- Royal Berkshire FRS
- Shropshire FRS
- South Yorkshire FRS
- Surrey FRS
- Tyne & Wear FRS
- Warwickshire FRS
- West Midlands FRS
- West Sussex FRS
- West Yorkshire FRS

# Sickness Absence – National Total Data

The chart below shows the total days/shifts lost to sickness nationally (only for those services which provided data) for the period April 2024 – June 2024. In the same period 2023/24, 35 Fire and Rescue Services provided either all or part of the data requested. The number of participating FRS for the same period in 2024/25 has increased by one to 36 (Including North West Fire Control).



During this period, from the Fire Services who submitted data, there have been 100,566 shifts lost to sickness absence arising from 10,046 separate occurrences for all staff groups equating to **2.91** shifts per member of staff.

The main causes of sickness absence for all staff groups are:

Musculo-Skeletal (28,897 shifts) accounting for 29% of all sickness absence followed by Mental Health (22,983 shifts) which accounts for 23% of sickness absence.

The third main cause of sickness absence during Quarter One 2024/25 was Gastro-Intestinal reasons with 8,269 shifts lost, 8% of sickness absence, closely followed by Respiratory reasons with 7,451 shifts lost, 7% of sickness absence. Respiratory reasons historically has been the third main cause.

It can also be noted that if the three 'Not Specified' reporting categories are combined these have a total duty days lost of 7,329, representing 7% of sickness absence.

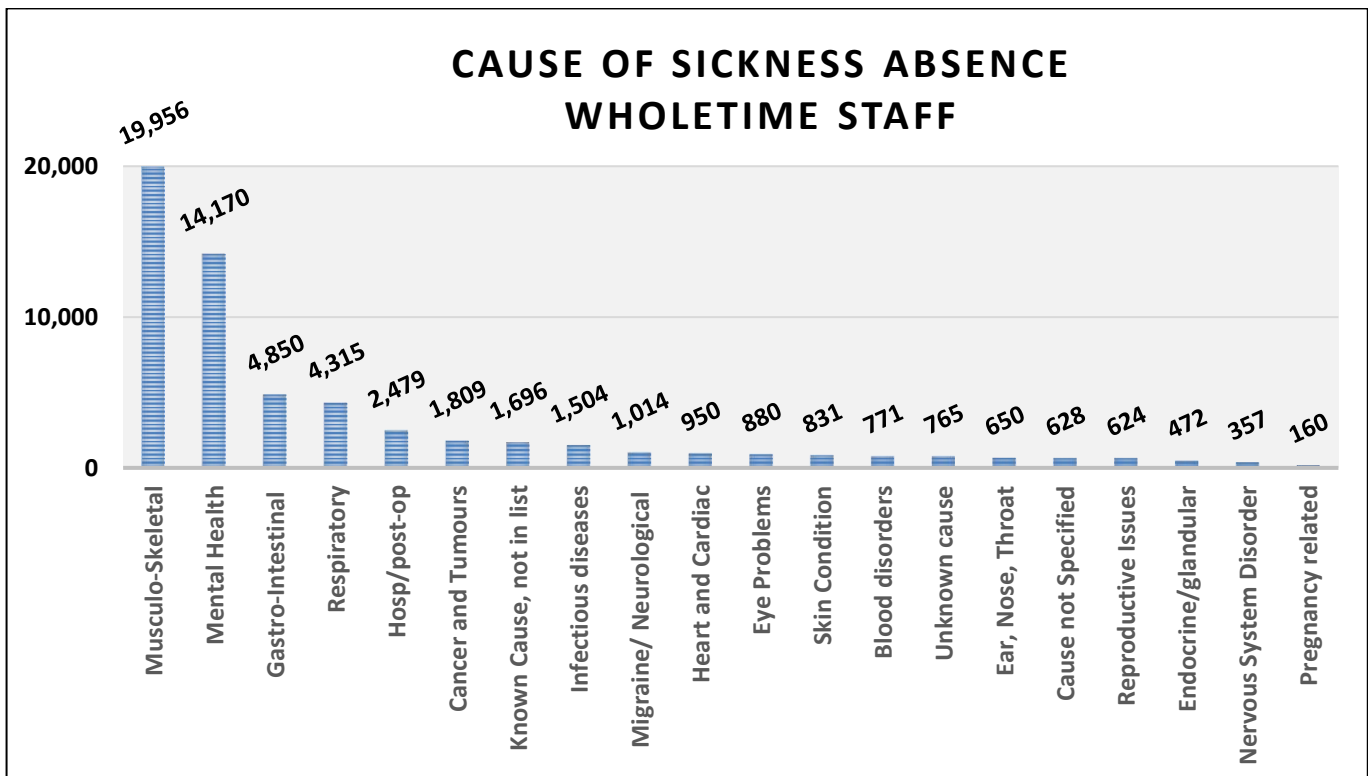
The following sections analyse sickness absence into the four main categories of employees within the Fire and Rescue Services; Wholetime, On-Call, Fire Control and Green Book.

# Sickness Absence – National Total Data Wholetime

## Causes of Sickness Absence - Wholetime Staff

(35 of 35 Services submitted data)

The chart below shows all causes of sickness absence and the number of days/shifts lost to each cause in ranked order from highest to lowest:

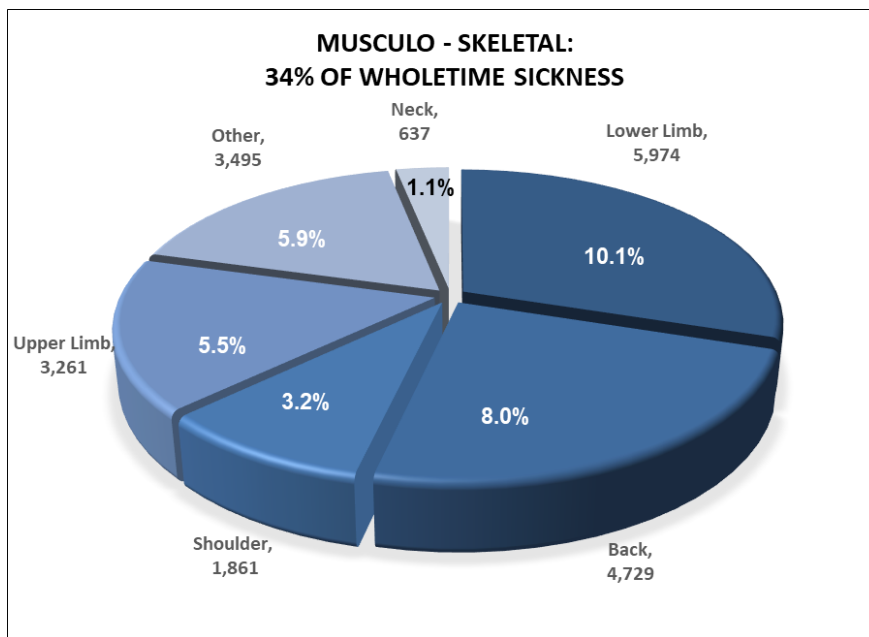


A total of 58,878 days/shifts have been lost to sickness absence during Q1 2024/25. During the same reporting period 2023/24, Wholetime sickness recorded 49,097 shifts lost due to sickness absence therefore showing that during 2024/25 there has been an 20% increase in Wholetime sickness absence nationally.

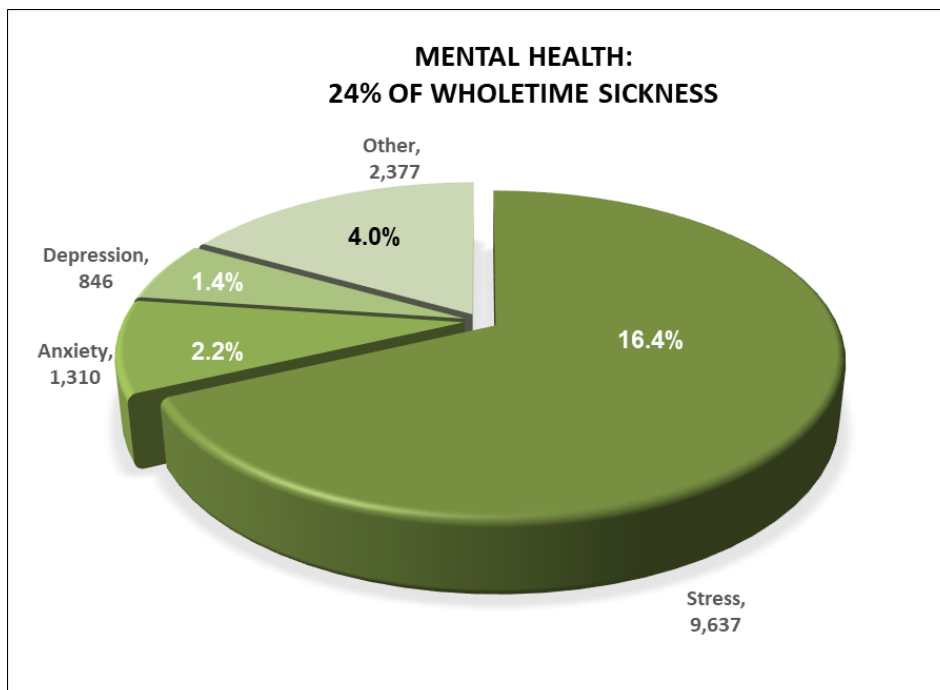
The top three causes of sickness reported for Wholetime staff are Musculo-Skeletal, Mental Health and Gastro-Intestinal Reason. This is the same as during the same period in 2023/24.

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

# Sickness Absence – National Total Data Wholetime

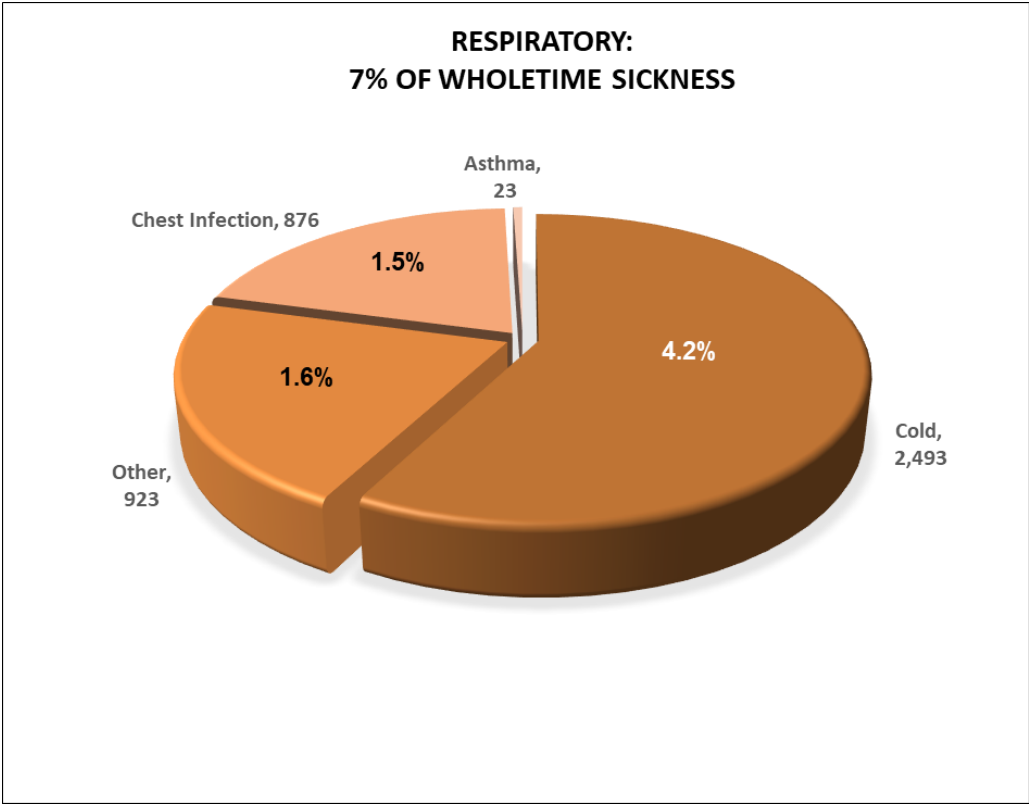


Musculo-Skeletal related absence accounts for 34% (19,956 shifts lost) of the total absence for Wholetime staff. Lower Limb was recorded as the highest, with 10.1% (5,974 shifts lost) followed by Back issues with 8.0% (4,729 shifts lost). For the same period in the previous year, Musculo-Skeletal accounted for 35% of shifts lost.



Mental Health reasons for sickness absence accounted for 24% (14,170 shifts lost) of Wholetime personnel absence and is the second highest reason for absence. Stress is the highest factor within the Mental Health categories, accounting for 16.4% of all Wholetime sickness (9,637). For the same period in the previous year, Mental Health accounted for 27% of reported sickness absence.

# Sickness Absence – National Total Data Wholetime



Respiratory reasons for sickness in Wholetime staff accounts for 7% (4,315 shifts), and is the fourth highest cause of all Wholetime sickness during the reporting period. The Common Cold accounts for the highest absence within the Respiratory group with 4.2% (2,493) shifts lost. During the previous financial year of 2023/24, Respiratory reasons for sickness accounted for 5% of days/shifts lost and was also the fourth highest cause of absence amongst this staff group.

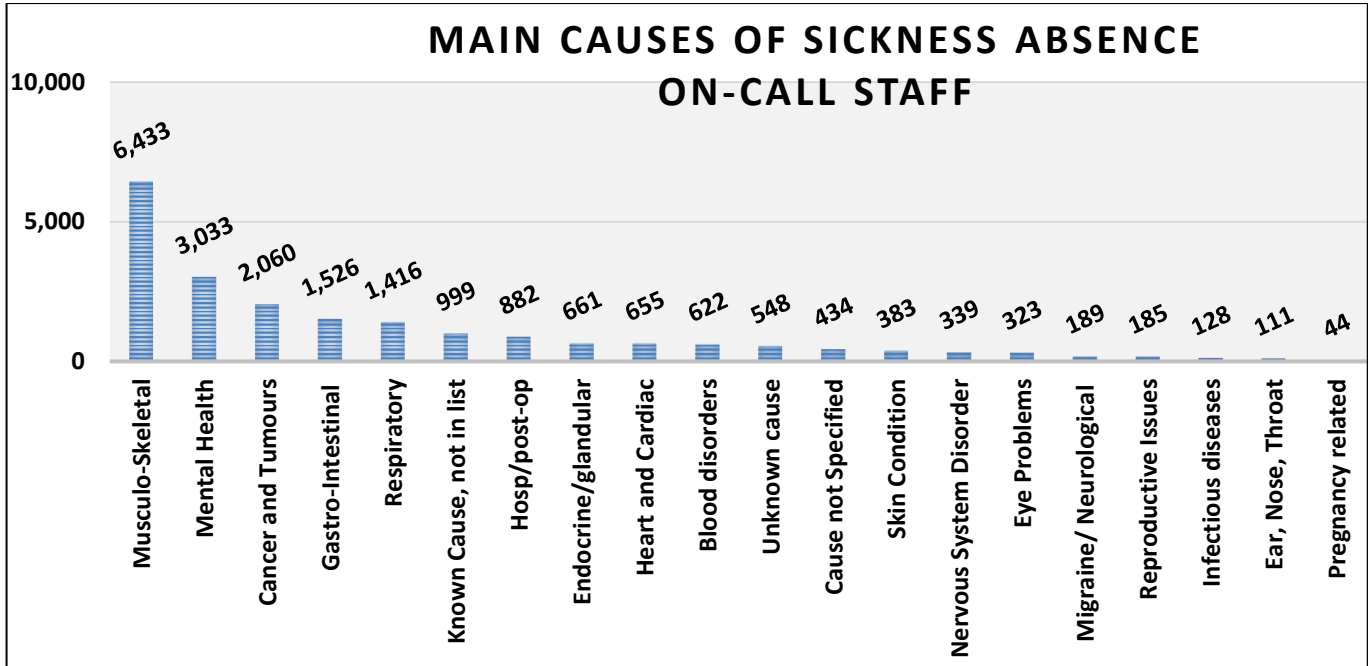


# Sickness Absence – National Total Data On-Call

## Causes of Sickness Absence - On-Call Staff

(24 of 24 Services submitted data)

The chart below shows all causes of sickness absence recorded for On-Call Staff and the number of days/shifts lost to each cause ranked in order from highest to lowest:

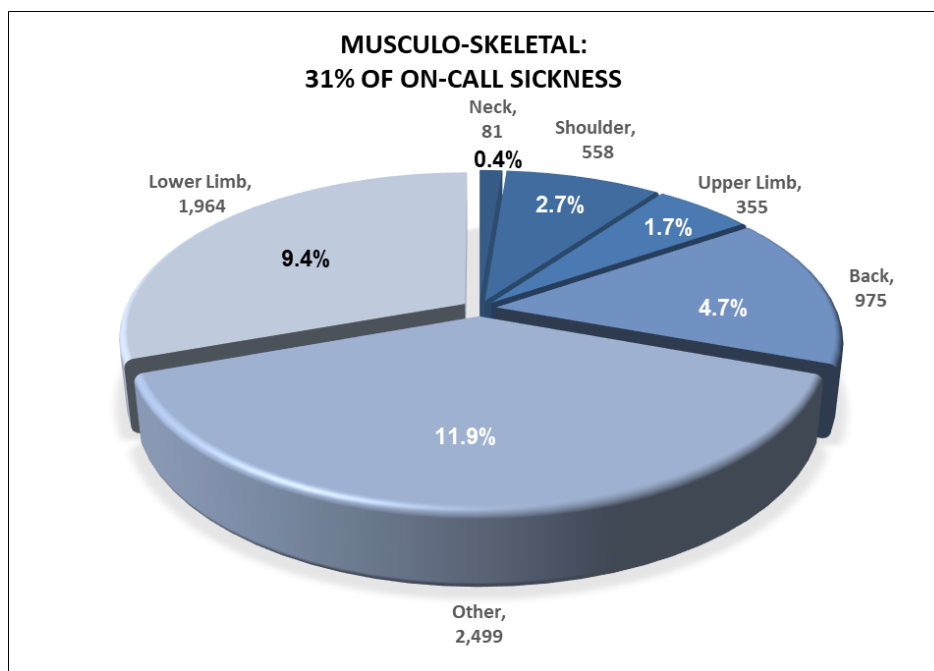


A total of 20,970 days/shifts were reported lost to sickness absence during 2024/25. During the same reporting period 2023/24, On-Call sickness recorded 19,086 shifts lost due to sickness absence, therefore showing a 10% increase in reported On-Call sickness absence nationally.

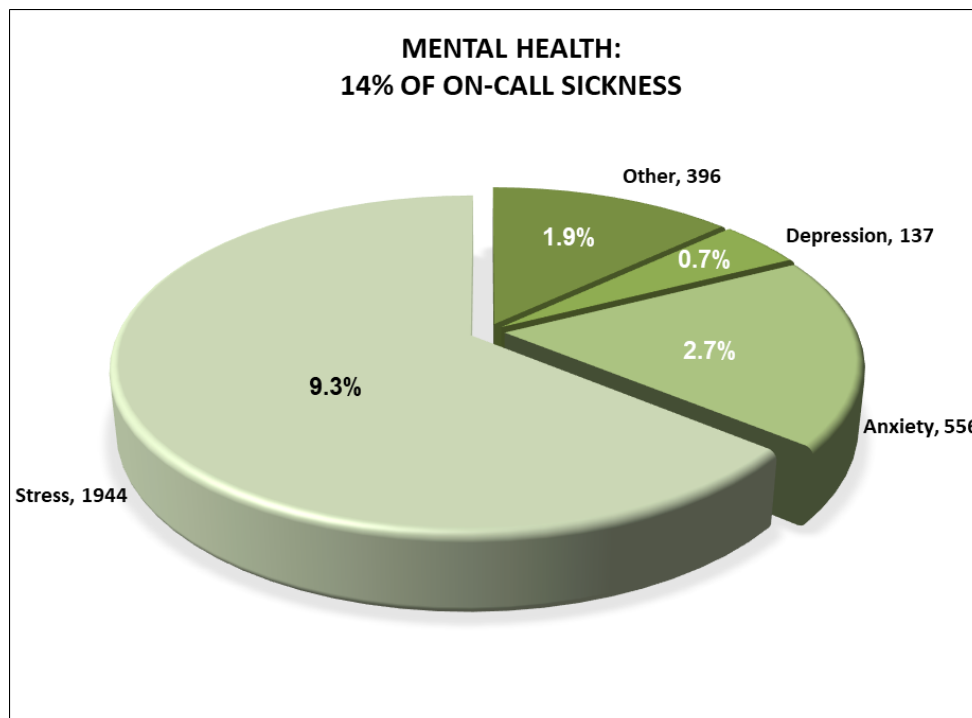
The top three causes of sickness reported for On-Call staff are Musculo-Skeletal, Mental Health and sickness caused by Cancers followed by Gastro-Intestinal. In the same period 2023/24, the top three causes were Musculo-Skeletal, Mental Health and Other Known Causes (not specified).

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

# Sickness Absence – National Total Data On-Call

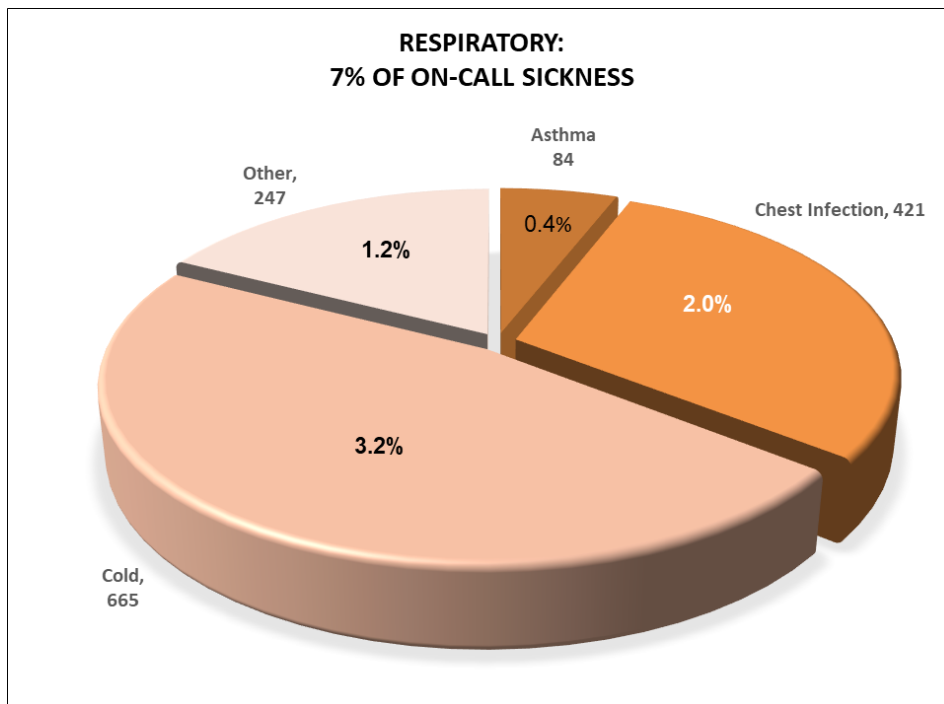


Musculo-Skeletal related absence accounts for 31% (6,433 shifts lost) of the total absence for On-Call staff. Other reasons are the highest within this category with 11.9% (2,499 shifts lost). In the previous year, Musculo-Skeletal accounted for 47% of reported On-Call sickness.



Mental Health reasons for sickness absence accounts for 14% (3,033 shifts lost) of On-Call 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 9.3% (1,944) of On-Call sickness absence. For the same period in the previous year, Mental Health accounted for 15% of On-Call shifts lost.

# Sickness Absence – National Total Data On-Call



Respiratory related absence for On-Call staff accounts for 7% of all On-Call Sickness absence (1,416 shifts) and is the fifth most common recorded cause of absence. The sub-category, The Common Cold, accounts for the most absences within this category, with 3.2% (665 shifts) of all absences.

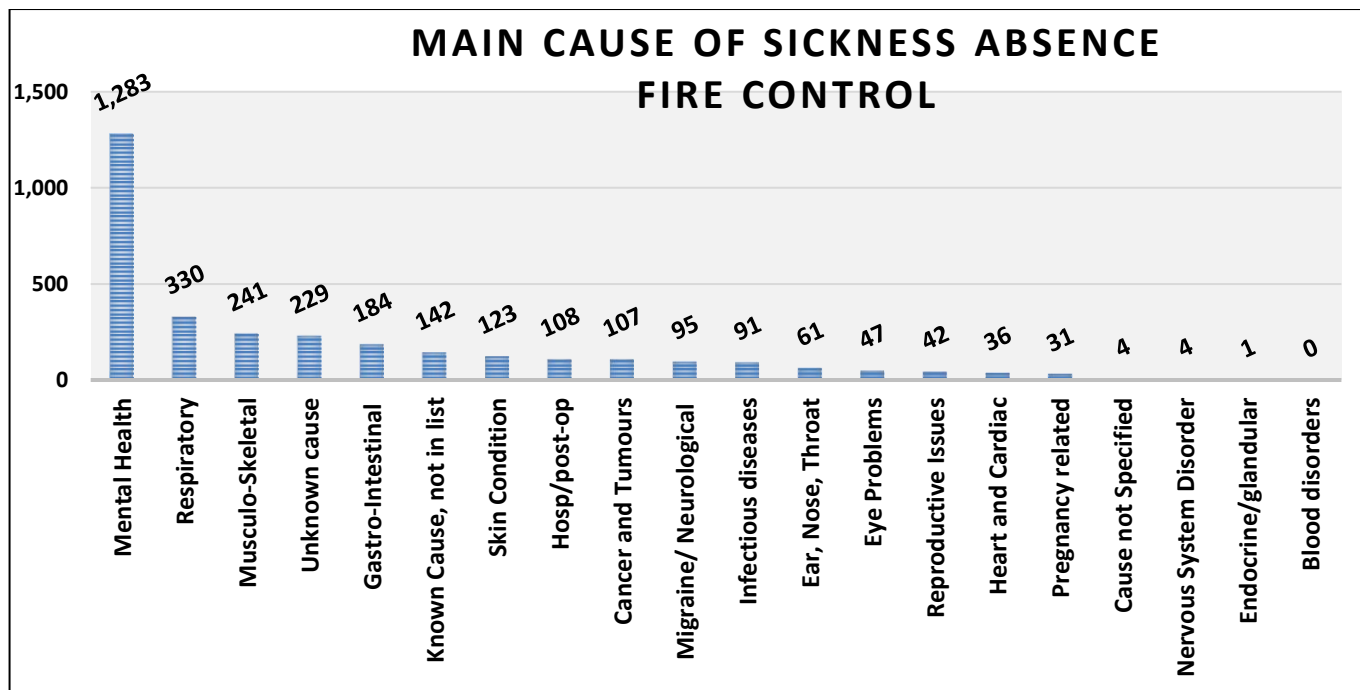
For the same period in the previous year, Respiratory Reasons accounted for 5% of reported shifts lost to this staff group.

# Sickness Absence – National Total Data Fire Control

## Causes of Sickness Absence – Fire Control

(28 of 28 Services submitted data)

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

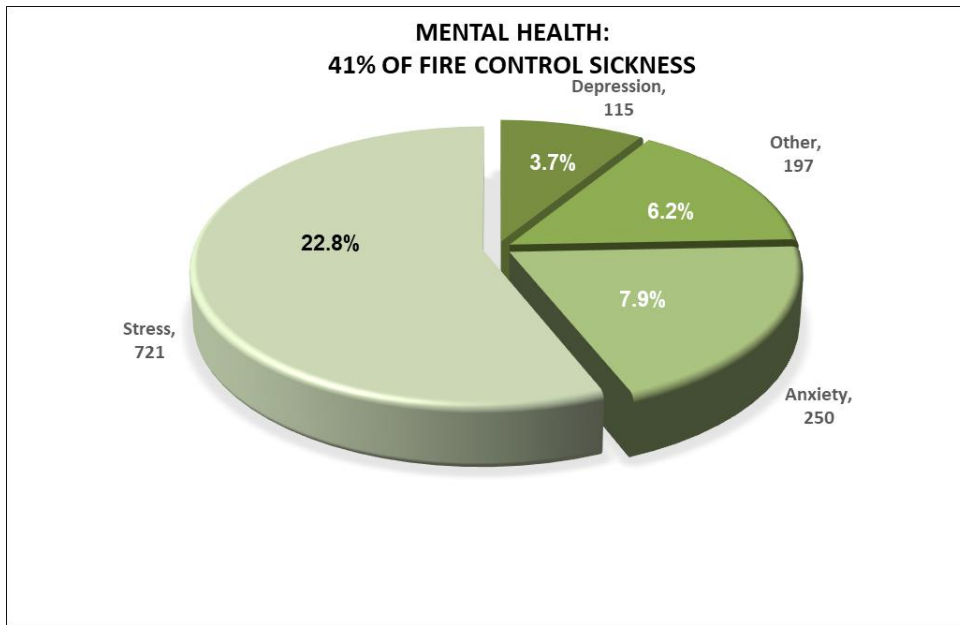


A total of 3,159 days/shifts were lost to sickness absence during 2024/25. During the same period in 2023/24, sickness for Fire Control accounted for 2,516 shifts lost therefore showing a 26% increase in reported absence nationally.

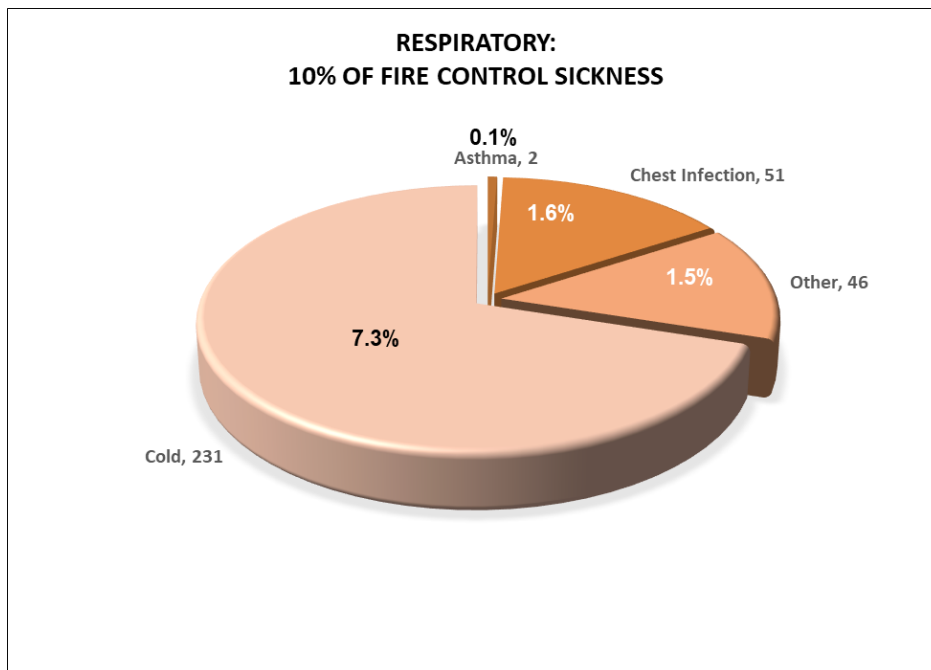
The top three causes of sickness for Fire Control staff were identified to be Mental Health, Respiratory and Musculo-Skeletal. During the same period 2023/24, the three main causes were Mental Health, Musculo-Skeletal and Gastro-Intestinal.

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

# Sickness Absence – National Total Data Fire Control

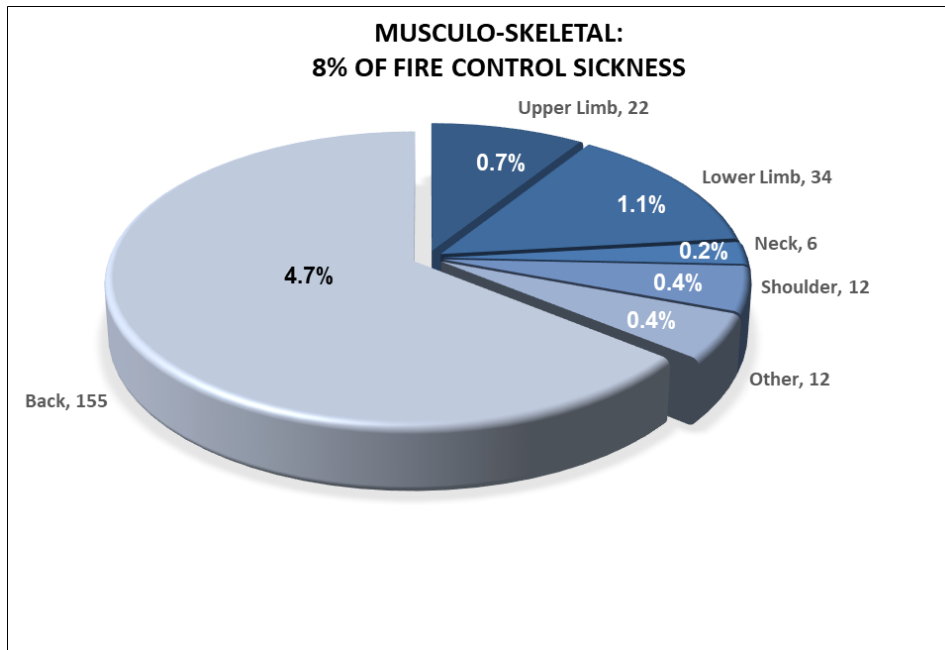


Mental Health reasons for sickness absence accounts for 41% (1,283 shifts lost) for Fire Control staff and is the main cause of sickness. Stress, which is a sub category of the Mental Health group of causes, accounts for 22.8% (721 shifts) and is the main contributing cause attributed to Fire Control sickness absence. For the same period the previous year, Mental Health accounted for 42% of shifts lost.



Respiratory related absence for Fire Control staff accounts for 10% (330 shifts). Comparing this data to the same period in the previous year, Respiratory reasons accounted for 6% of Fire Control sickness recorded.

# Sickness Absence – National Total Data Fire Control



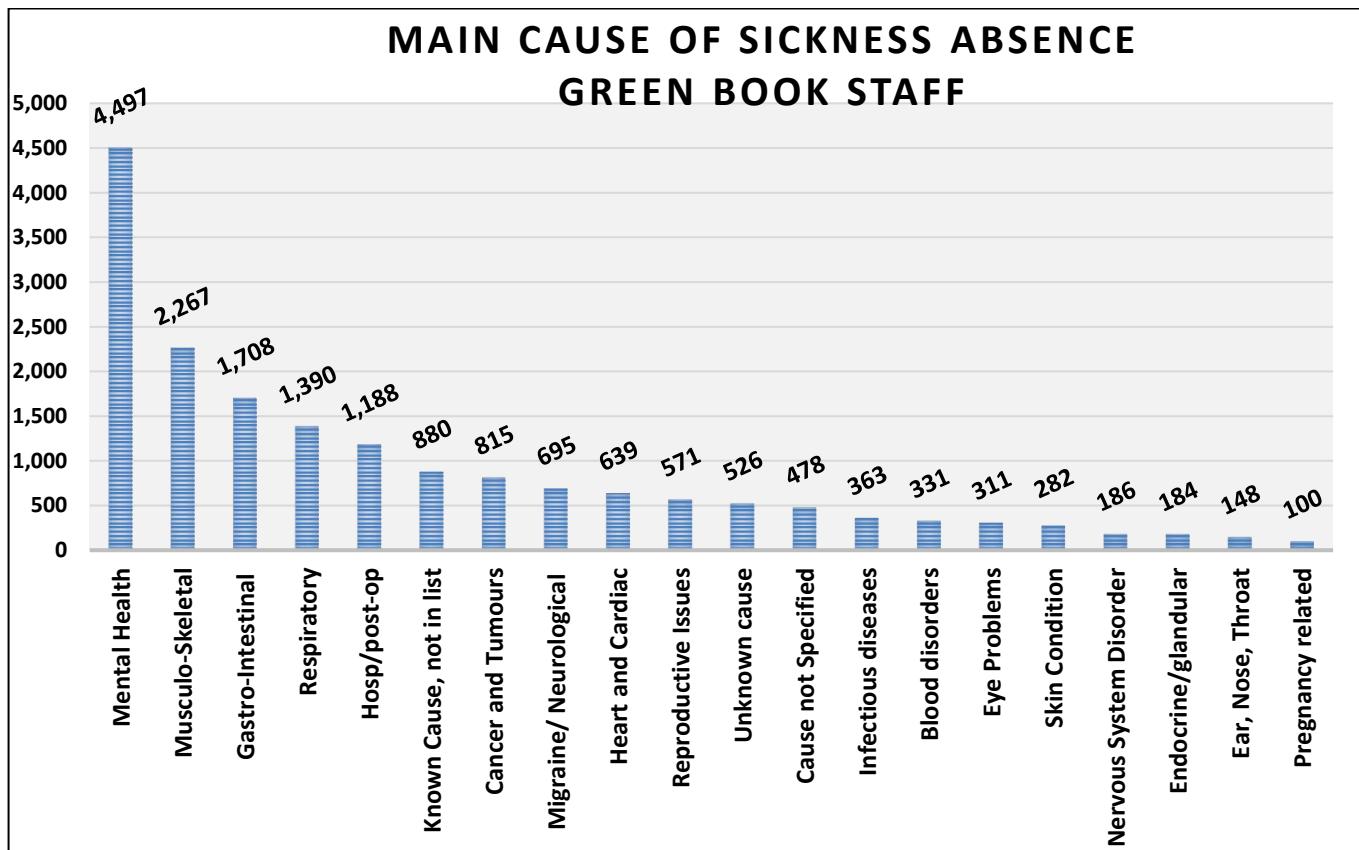
Musculo-Skeletal related absence accounted for 8% (241 shifts lost) of the total absence for Fire Control staff and is the third most common cause of shifts lost. Back related injuries were the main issues recorded within this sub-category accounting for 4.9% (155 shifts lost). For the same period in the previous year, Musculo-Skeletal accounted for 14% of shifts lost.

# Sickness Absence – National Total Data Green Book

## Causes of Sickness Absence – Green Book Staff

(36 of 36 Services submitted data)

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

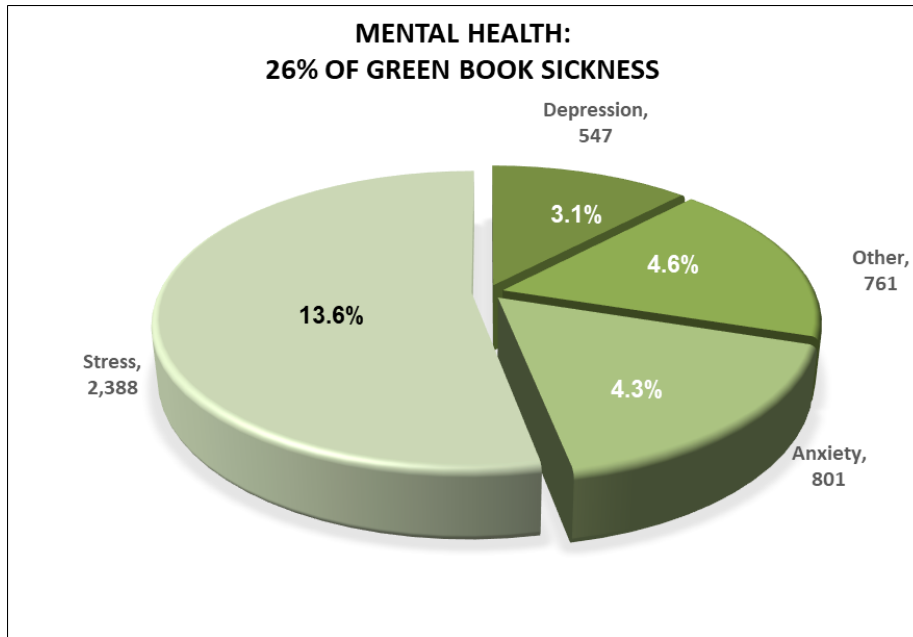


A total of 17,560 days/shifts were lost to sickness absence for Green Book staff during Q1 2024/25. During the same period in 2023/24 sickness for Green Book accounted for 14,154 shifts lost therefore showing an increase of 24% in reported absence nationally.

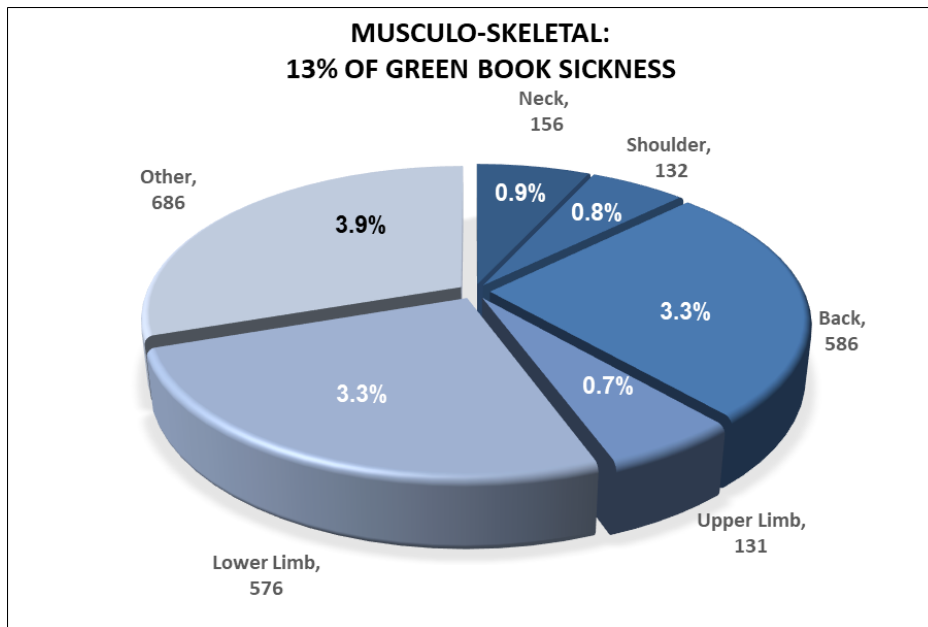
The top three causes of sickness reported for Green Book are Mental Health, Musculo-Skeletal and Gastro-Intestinal. Mental Health, Musculo-Skeletal and Respiratory were the three main categories reported in the same period 2023/24.

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

# Sickness Absence – National Total Data Green Book



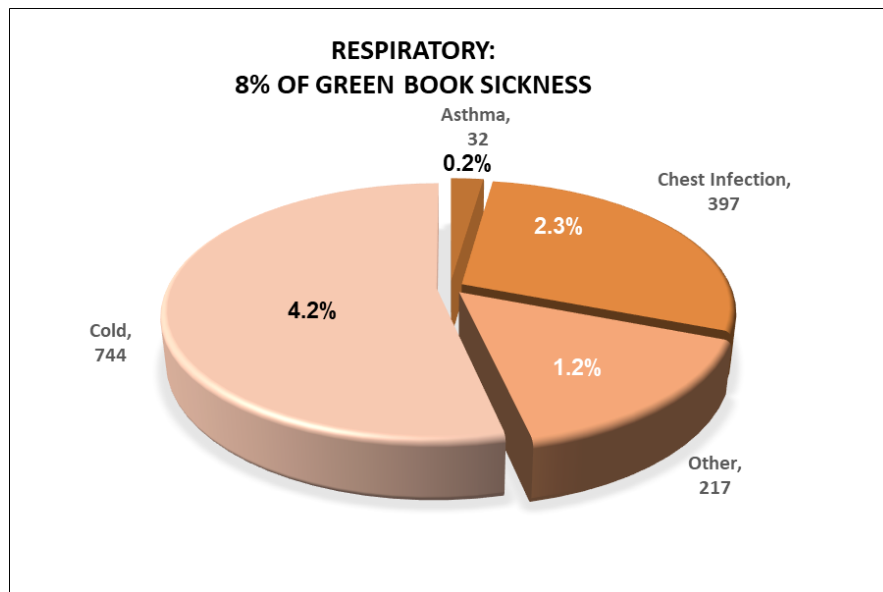
Mental Health sickness absence accounts for 26% (4,497 shifts/days lost) of Green Book staff absence. The sub category Stress is the highest cause of sickness absence for Green Book with 13.6% (2,388 shifts/days) being attributed to this category. During the same period 2023/24, Mental Health accounted for 37% of Green Book shifts lost.



Musculo-Skeletal related sickness absence accounted for 13% (2,267 shifts/days lost) of the total absences for Green Book staff for 2024/25, with Other issues recording the highest number of absences at 3.9% (686 shifts/days). When comparing this to the same reporting period during 2023/24, Musculo-Skeletal absences accounted for 15% of shifts lost.



# Sickness Absence – National Total Data Green Book



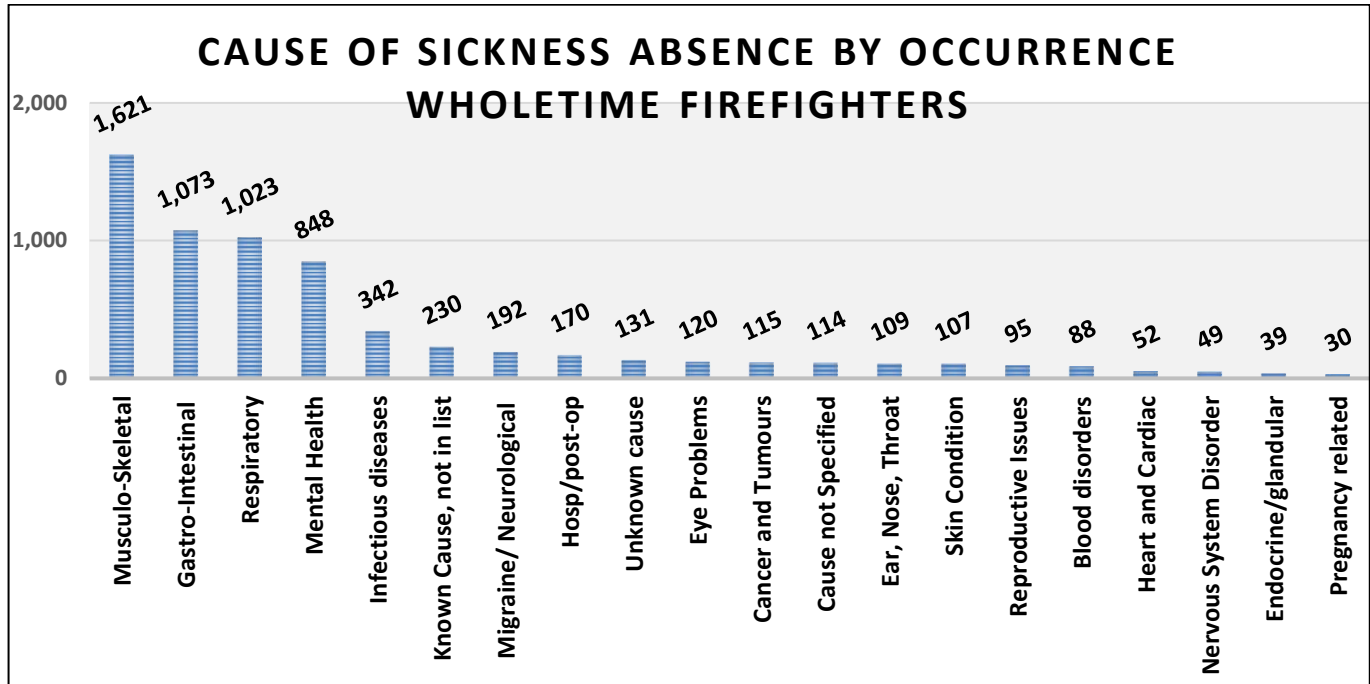
Respiratory related absence for Green Book staff accounts for 8% (1,390 shifts). Comparing this to the same period in the previous year, Respiratory reasons accounted for 6% of Green Book sickness.

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

## Causes of Sickness Absence by Occurrence - Wholetime Staff

(35 of 36 Services submitted data)

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

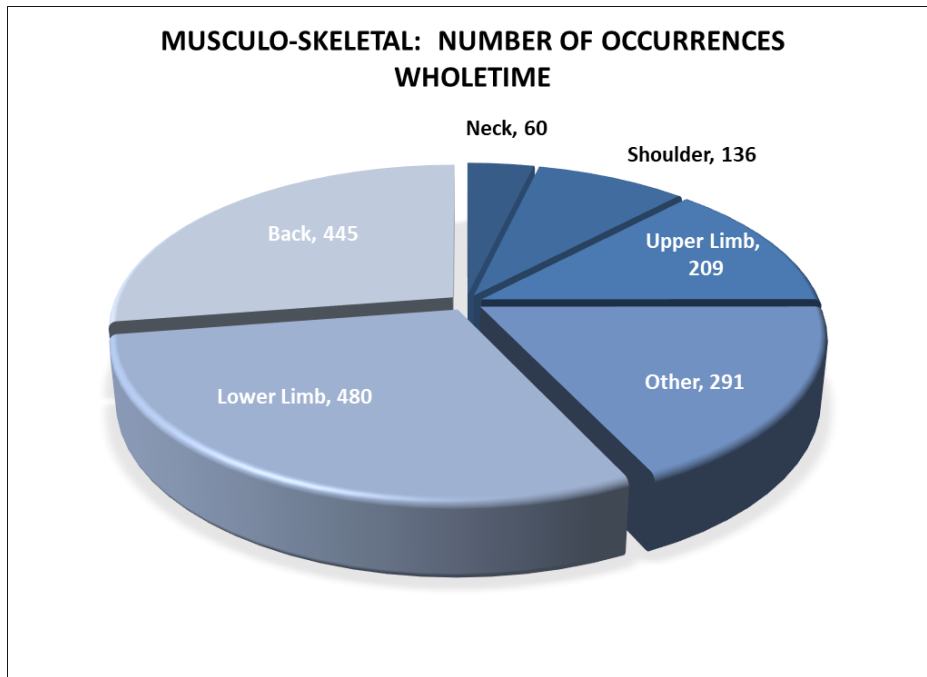


A total of 6,549 separate instances of sickness absence occurred during 2024/25 for Wholetime staff, with the top three causes of separate instances of sickness identified to be Musculo-Skeletal, Gastro-Intestinal and Respiratory illnesses.

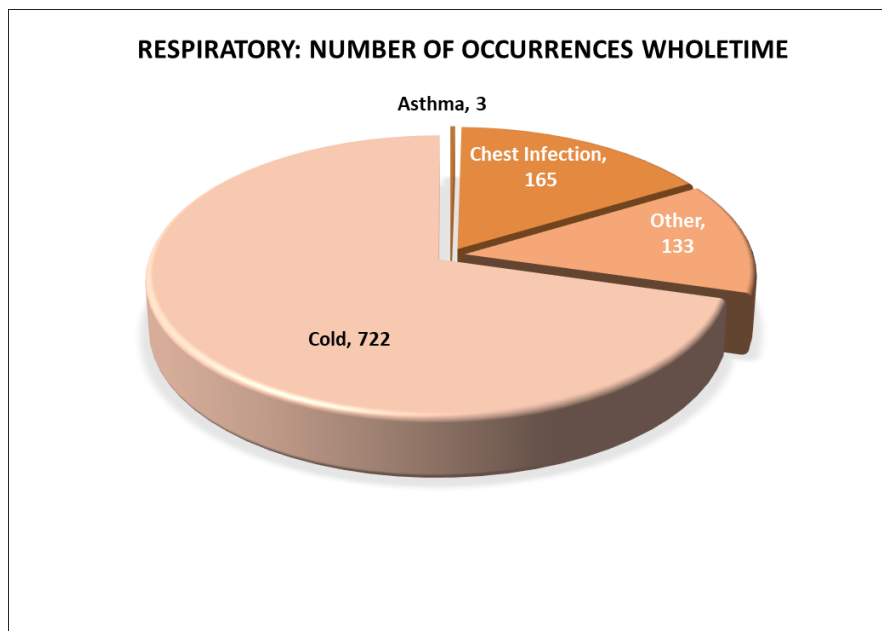
During the same reporting period 2023/24, Wholetime sickness saw 5,603 occurrences of sickness absence. This indicates that during 2023/24, the reported occurrences of sickness have increased by 17% amongst Wholetime staff nationally.

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

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

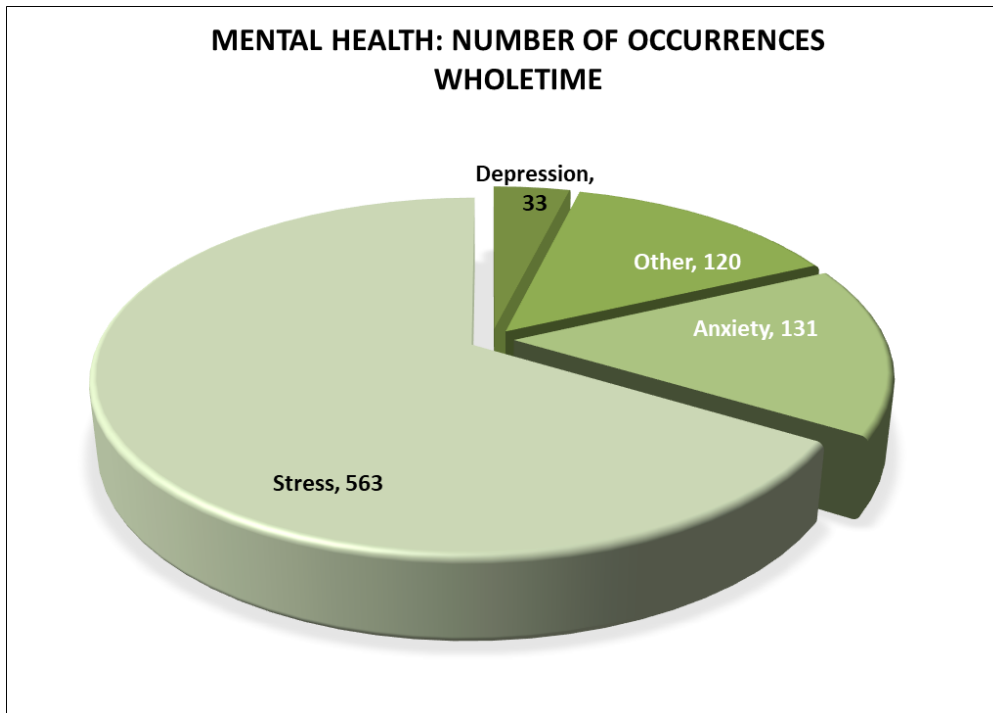


Musculo-Skeletal issues have recorded the highest number of separate occurrences with 1,621 reported in quarter 1 2024/25. Lower Limb issues has recorded the highest number of occurrences with 480, which is 29.6% of the occurrences within the Musculo-Skeletal category. During 2023/24, Musculo-Skeletal issues accounted for 1,550 occurrences, therefore the number of reported occurrences year on year has increased by 5%.



Respiratory issues have recorded 1,023 separate occurrences of absence and is the third highest category within Wholetime absence reporting. The Common Cold is recorded as the highest sub category with 722 separate occurrences representing 70.5% of the occurrences within the Respiratory category. In 2023/24, Respiratory issues accounted for 706 reported sickness occurrences within Wholetime staff, an increase of 42% during 2024/25.

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



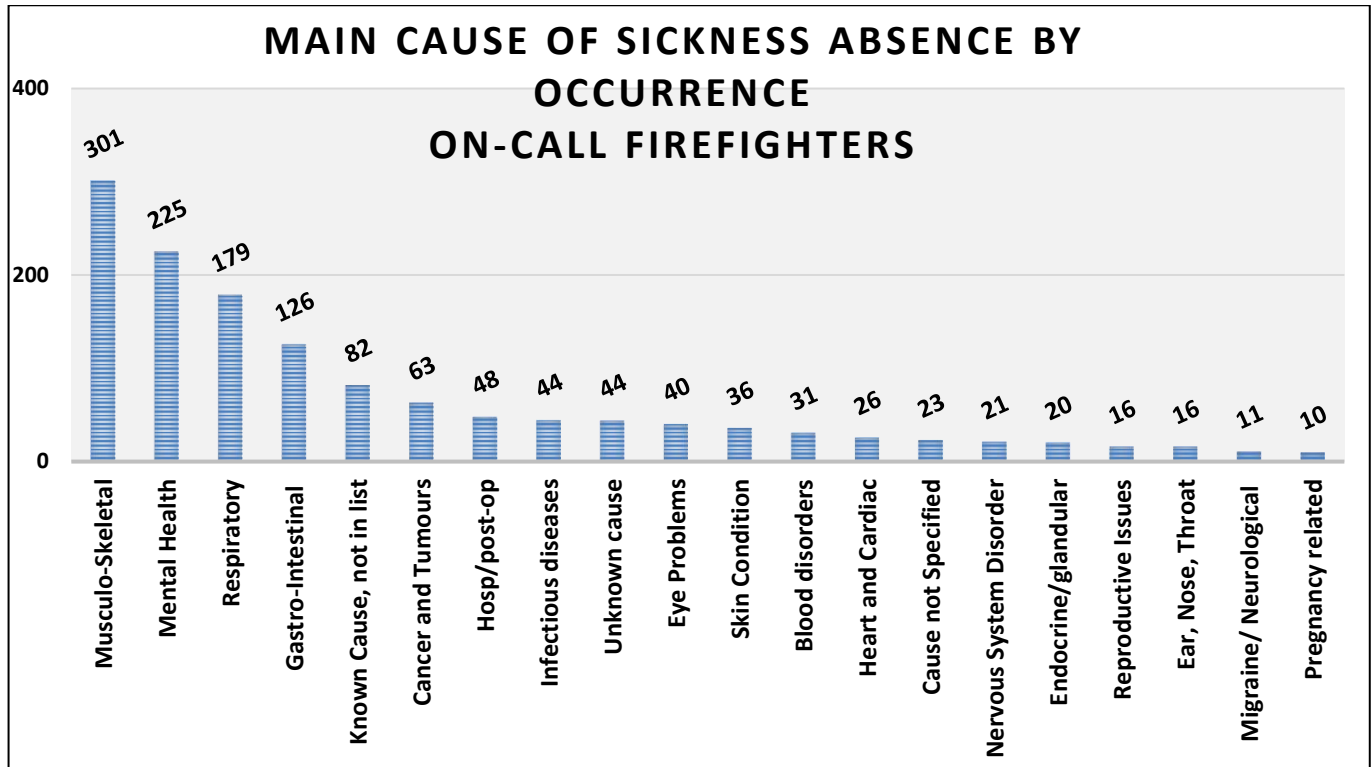
Mental Health has recorded 848 separate occurrences of absence amongst Wholetime staff. Stress is the highest cause within this group with 563 separate occurrences (66% of all Mental Health). Mental Health sickness occurrences for Wholetime staff in 2023/24 saw 577 occurrences, therefore demonstrating a 47% increase in reported occurrences of sickness involving Mental Health during 2023/24.

# Sickness Absence by Occurrence – National Total Data: On-Call Staff

## Causes of Sickness Absence by Occurrence - On-Call Staff

(22 of 24 Services submitted data)

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

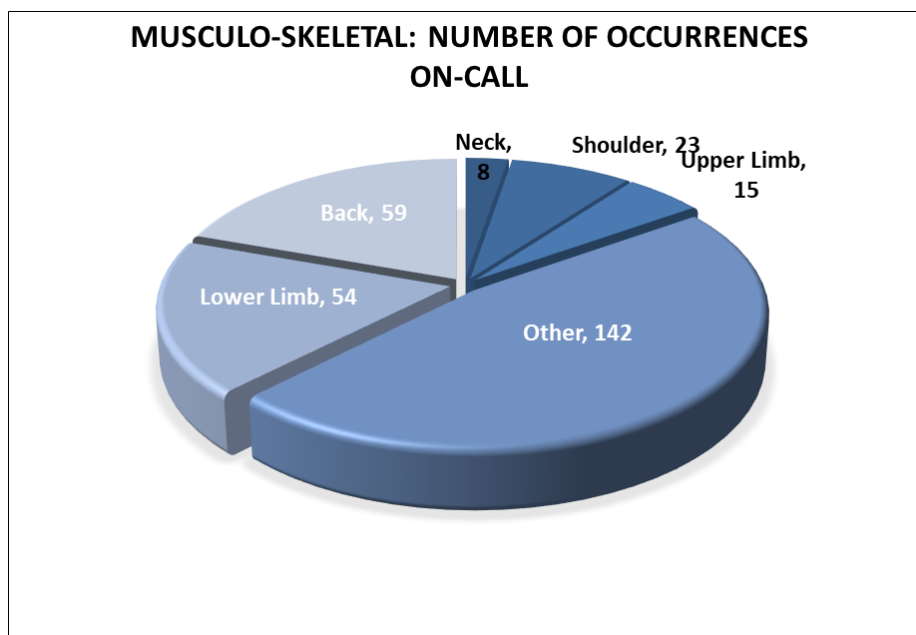


A total of 1,363 separate instances of sickness absence were recorded by participating FRS' during 2024/25 for On-Call staff, with the top three causes of separate instances of sickness identified to be Musculo-Skeletal, Mental Health and Respiratory illnesses.

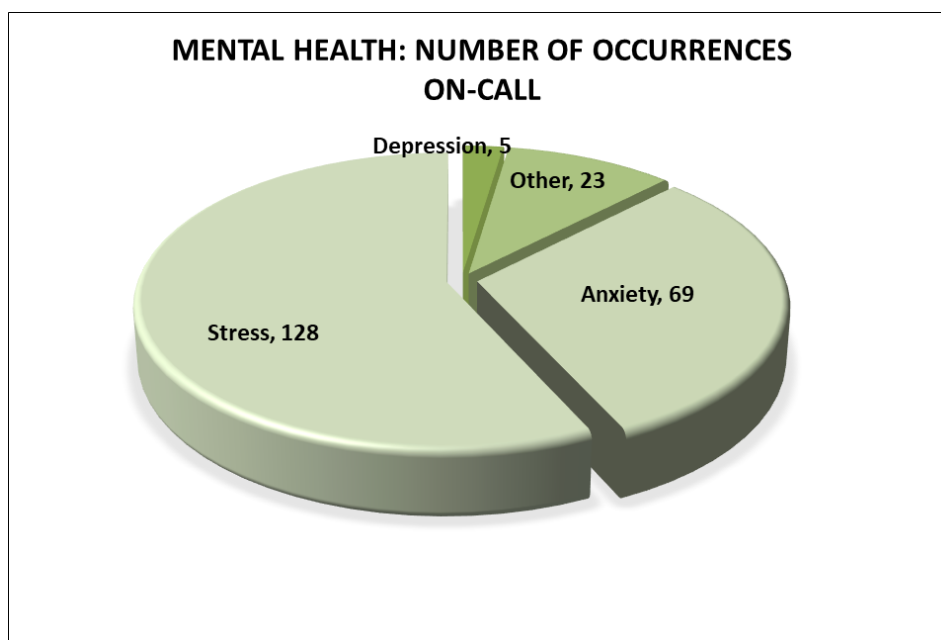
During the same reporting period 2023/24, On-Call sickness saw 1,165 occurrences of sickness absence. This shows that during 2024/25, reported occurrences of sickness absence have increased by 17% in On-Call staff nationally.

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

# Sickness Absence by Occurrence – National Total Data: On-Call Staff

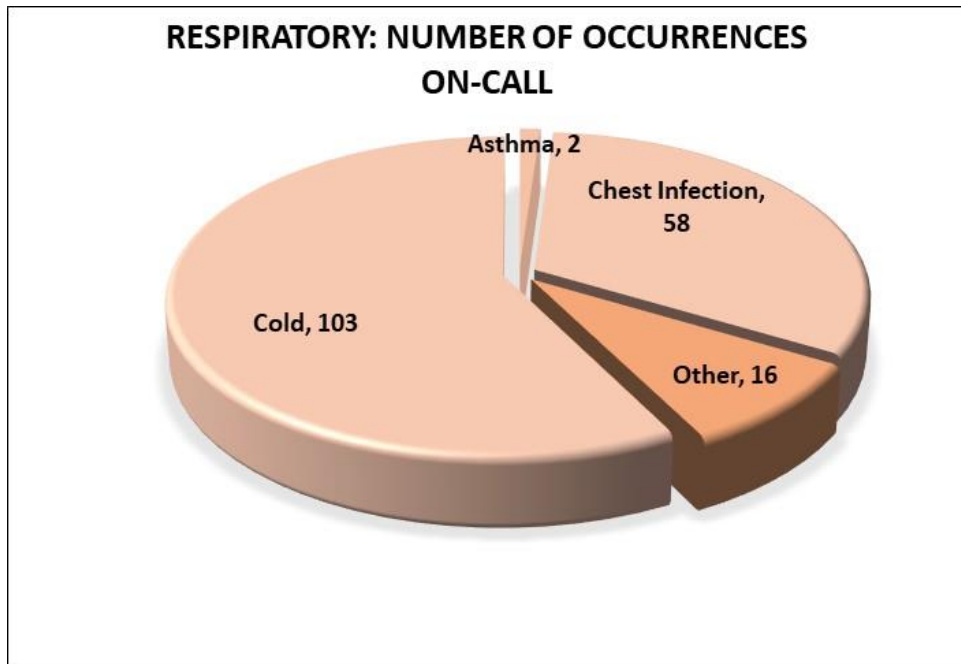


Musculo-Skeletal issues have recorded the highest number of separate occurrences with 301 separate occurrences. Other issues have the highest number of occurrences of absence amongst the sub categories, with 142 occurrences (47.2% of all Musculo-Skeletal). In 2023/24, Musculo-Skeletal issues accounted for 370 occurrences, a reduction of 19% in reported occurrences year on year.



Mental Health issues are the second highest category of occurrences and have recorded 225 separate occurrences of absence. Stress is ranked as the highest within the sub-categories, with 128 separate occurrences of absence reported by the participating FRS' (56.9% of all Mental Health occurrences). In 2023/24, Mental Health issues accounted for 91 occurrences, showing a 147% increase year on year.

# Sickness Absence by Occurrence – National Total Data: On-Call Staff



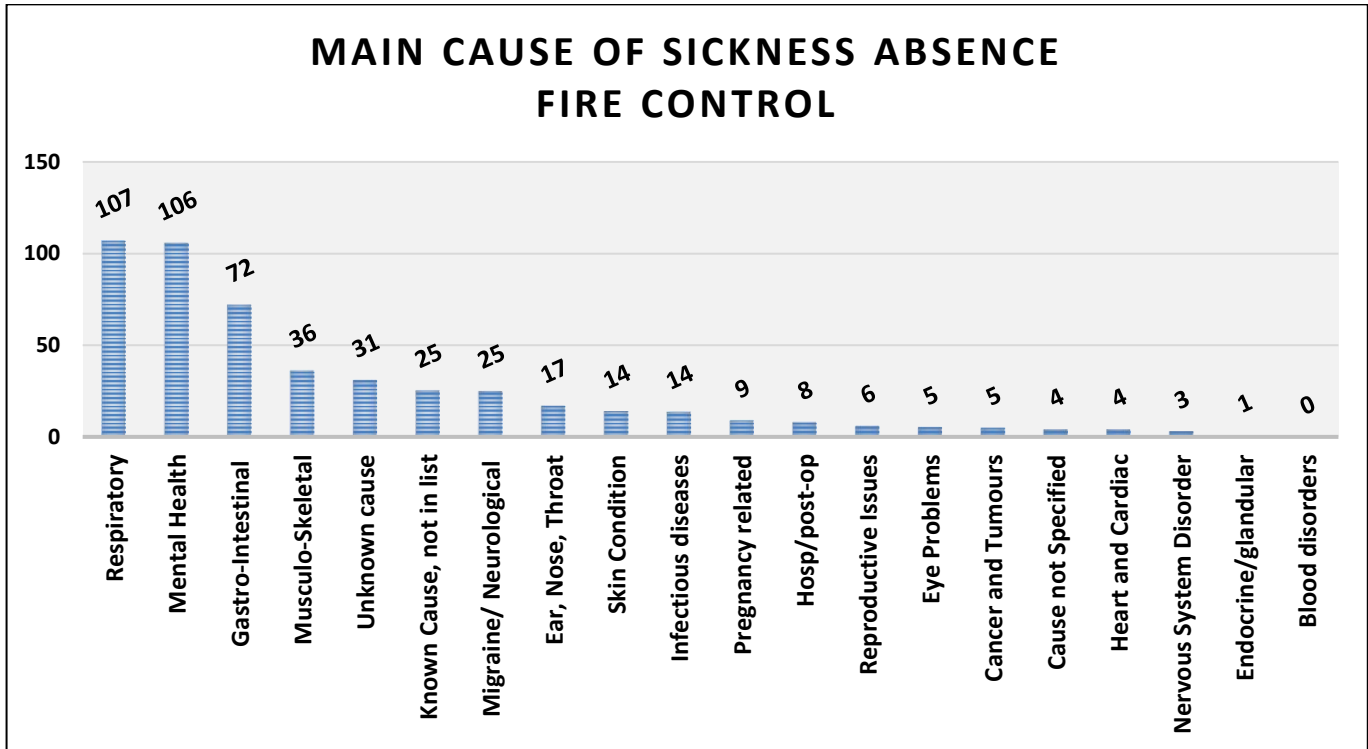
Respiratory issues have recorded 179 separate occurrences of absence and is the third highest category within On-Call absence reporting during 2024/25. The Common Cold is the highest sub category within this group with 103 separate occurrences (57.5% of Respiratory occurrences). In 2023/24, Respiratory issues accounted for 134 occurrences, an increase of 34% year on year.

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

## Causes of Sickness Absence by Occurrence – Fire Control

(27 of 28 Services submitted data)

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



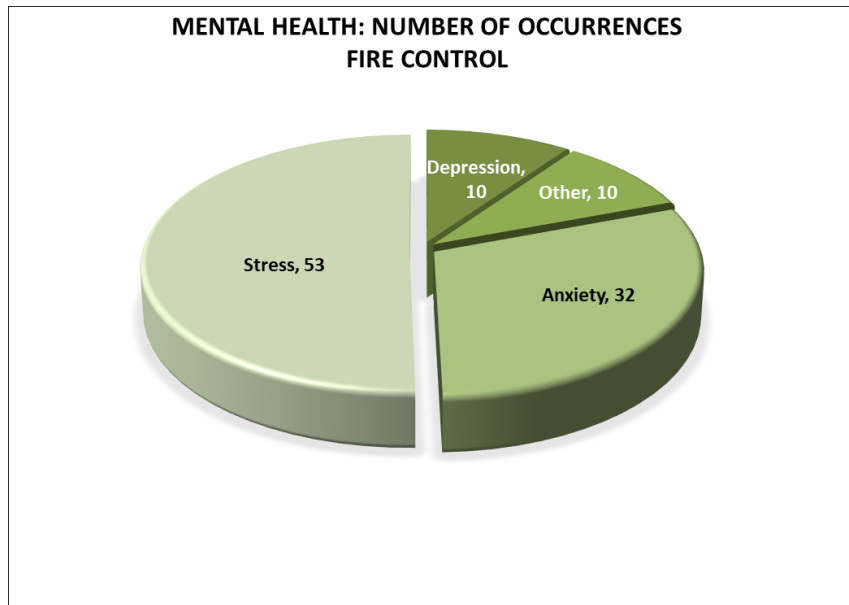
A total of 492 separate instances of sickness absence occurred during 2023/24 for Fire Control staff, with the top three causes of separate instances of sickness identified to be Mental Health, Respiratory and Gastro-Intestinal.

During the same reporting period 2023/24, Fire Control sickness saw 399 occurrences of sickness absence, an increase of 23% year on year in occurrences of sickness absence reported by the participating FRS in Fire Control staff nationally.

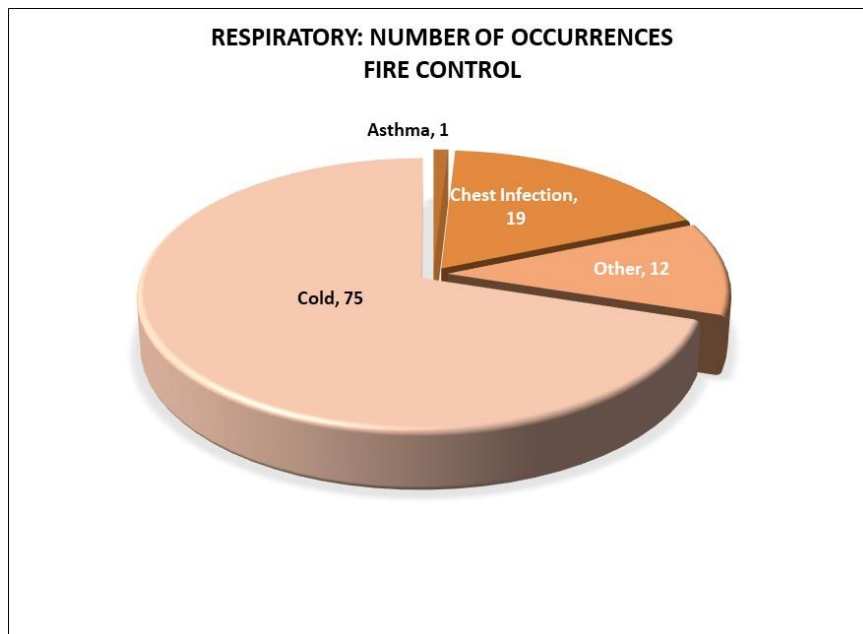
Mental Health, Respiratory and Musculo-Skeletal causes have a number of sub categories, with a breakdown of these categories provided in the following charts.



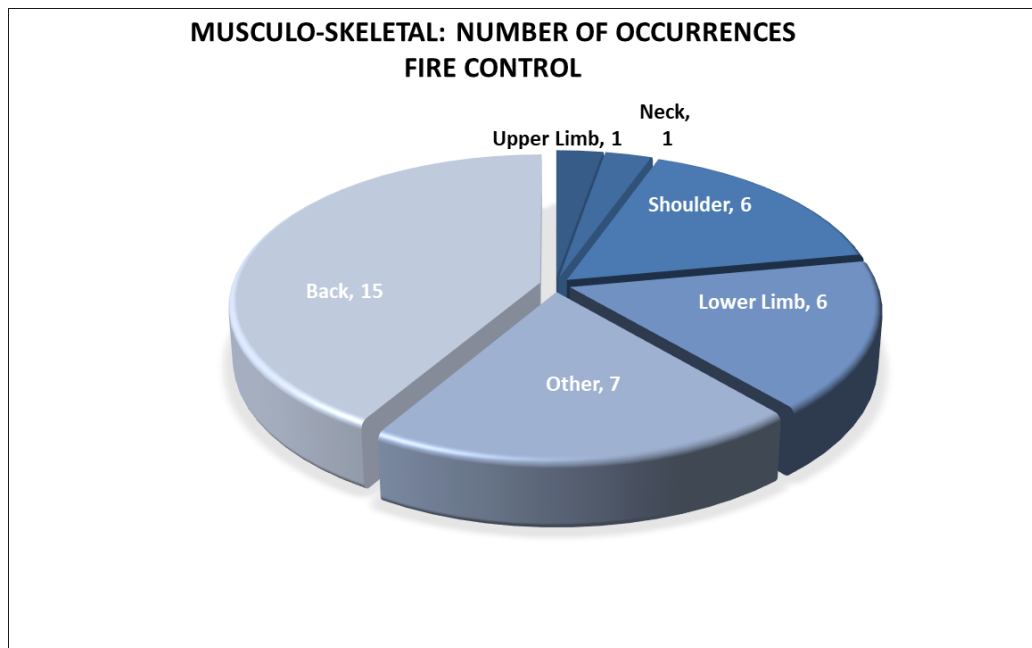
# Sickness Absence by Occurrence – National Total Data: Fire Control



Mental Health issues have recorded 106 separate occurrences. Stress is recorded as the highest cause of occurrences within this category with 53 occurrences (50.4%). In 2023/24, Mental Health accounted for 63 occurrences, an increase of 68% year on year.



Respiratory issues have recorded 107 separate occurrences of absence. The Common Cold is recorded as the highest sub category of this group with 75 separate occurrences (70.1% of all Respiratory occurrences). In 2023/24, Respiratory issues accounted for 63 occurrences, an increase of 69% year on year.

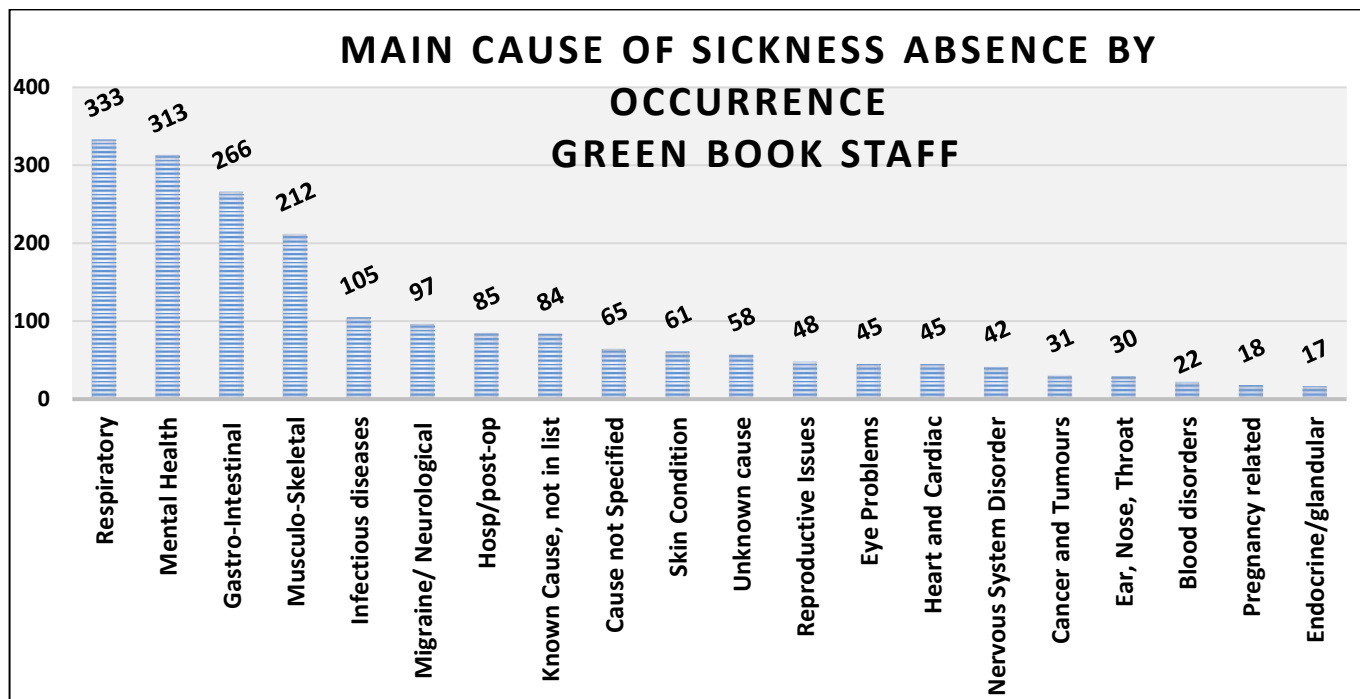


During 2024/25, Musculo-Skeletal was responsible for 36 separate occurrences of absence from participating FRS'. Back related issues were ranked as the highest within this group with 15 separate occurrences of absence (41.4% of all Musculo-Skeletal occurrences). In 2023/24, Musculo-Skeletal issues accounted for 41 occurrences of absence, a 12% reduction in reported occurrences within this category year on year.

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

## Causes of Sickness Absence by Occurrence - Green Book Staff (35 of 36 Services submitted data)

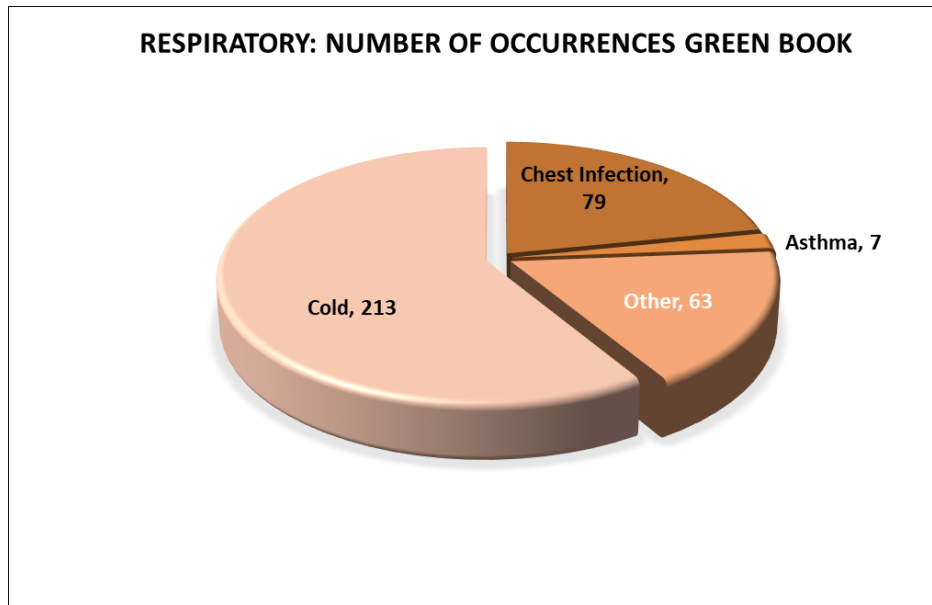
The chart below shows the main causes of sickness absence and the number of occurrences:



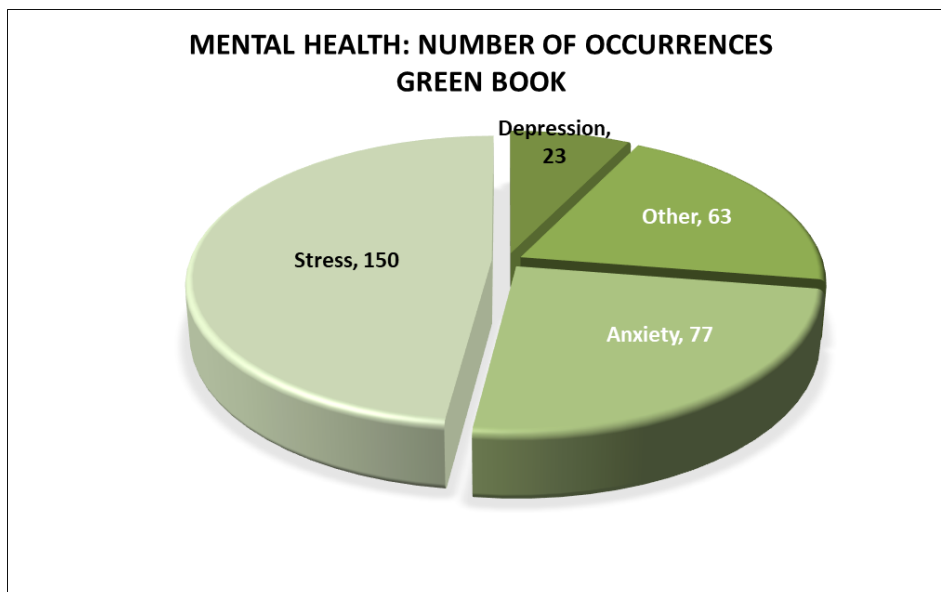
A total of 1,977 separate instances of sickness absence occurred during 2024/25 for Green Book staff, with the top three causes of separate instances of sickness identified to be Respiratory, Mental Health and Gastro-Intestinal.

During the same reporting period 2023/24, Green Book sickness saw 1,391 separate occurrences of sickness absence an increase of 42% in Green Book staff nationally when comparing year on year.

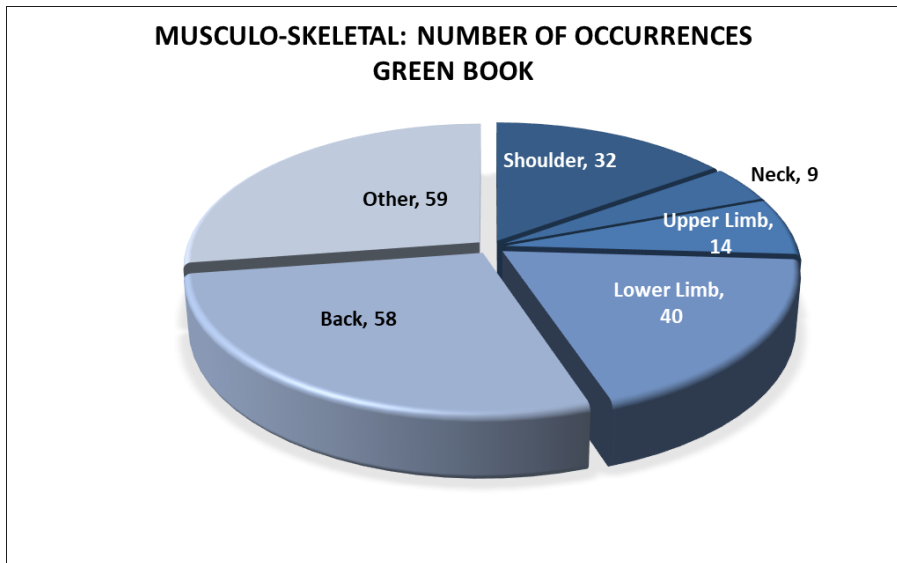
Respiratory, Mental Health and Musculo-Skeletal causes have a number of sub categories, with a breakdown of these categories provided in the following charts.



Respiratory issues have recorded 333 separate occurrences of absence. The Common Cold is recorded as the highest sub category of this group with 213 separate occurrences (64.0% of all Respiratory occurrences). In 2023/24, Respiratory issues accounted for 225 occurrences, an increase of 48% year on year.



313 separate occurrences of absence relating to Mental Health have been reported. Stress is the highest sub-category within this group with 150 (47.9%) separate occurrences of absence recorded. In 2023/24, Mental Health issues accounted for 220 occurrences of absence, showing an increase of 42% year on year.



Musculo-Skeletal is the fourth most prevalent cause of sickness with 212 separate occurrences. Back issues are recorded as the highest sub-category with 58 occurrences (27.4%). In 2023/24, Musculo-Skeletal issues accounted for 163 occurrences, an increase of 30% year on year.

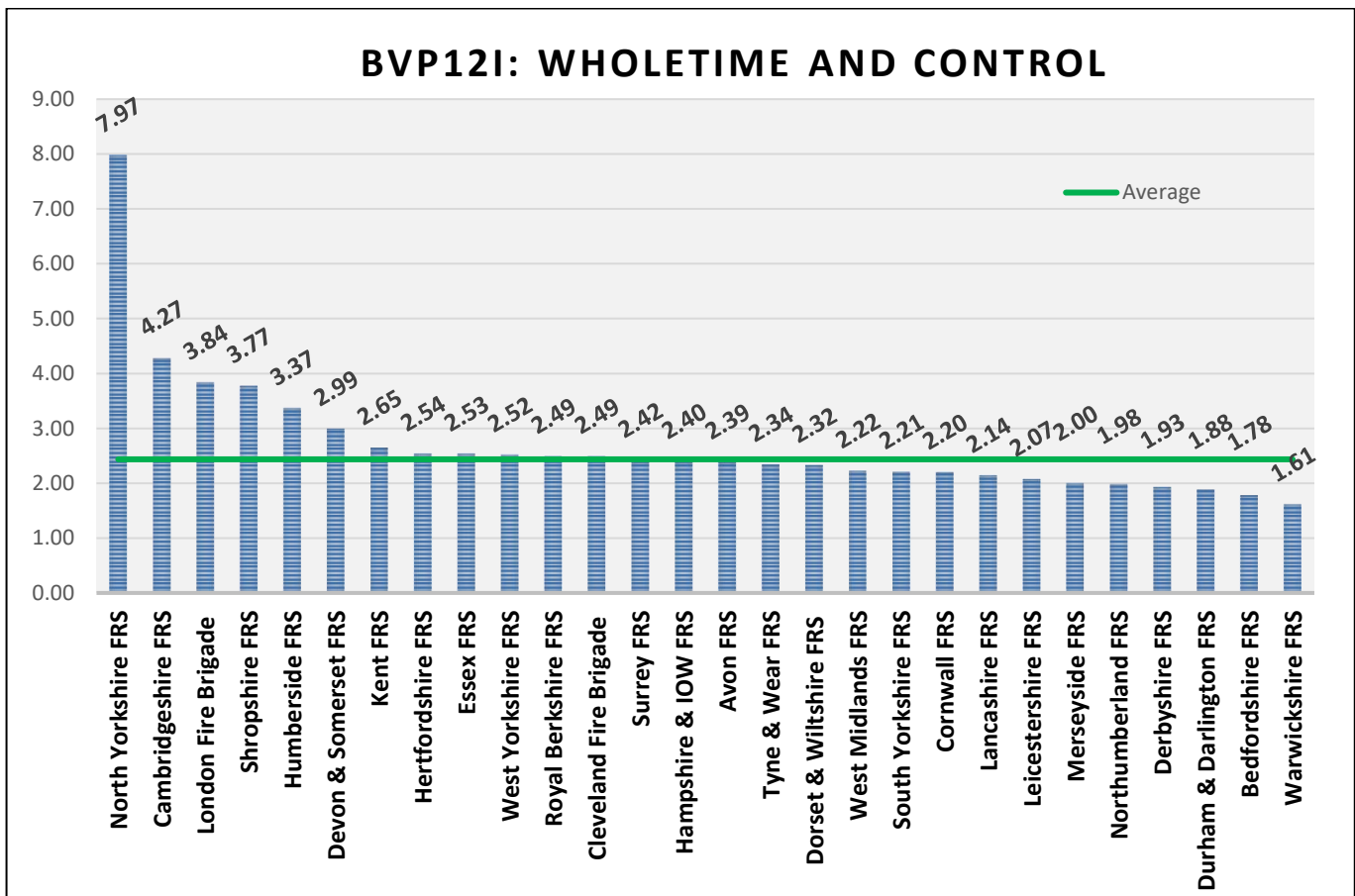
# Sickness Absence – BVP12i, BVPI12ii

The following chart 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, 28 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, North Yorkshire FRS has the highest number of duty days lost (7.97) and Warwickshire FRS has the lowest with 1.61 duty days lost per staff member. The average is 2.44 duty days sickness absence per staff member.

During the same period in 2023/24, the average duty days sickness absence was 2.21, showing a reduction of 0.23 average duty days lost per staff member during 2024/25.



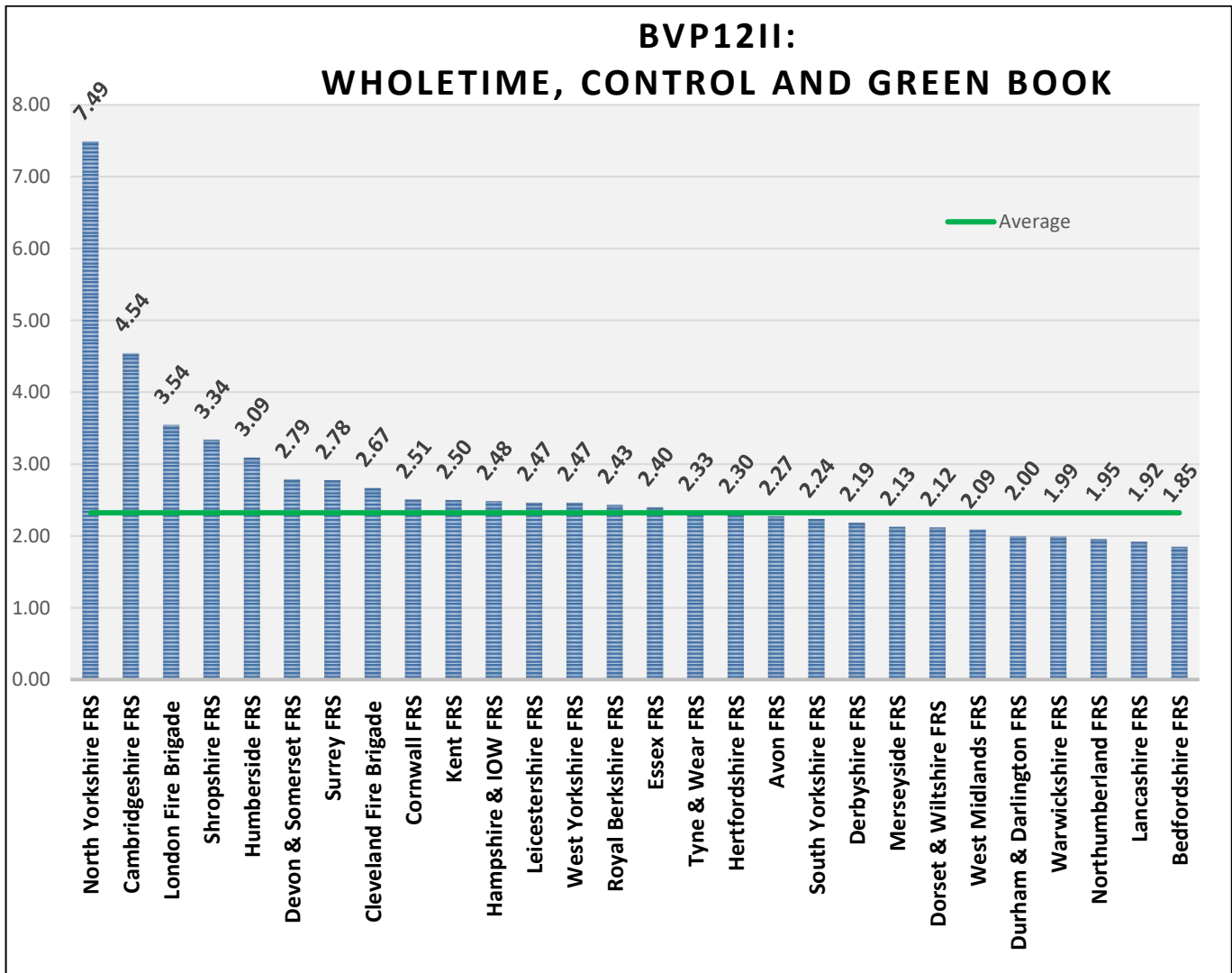
# Sickness Absence – BVP12i, BVPI12ii

The following chart 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, 28 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 or have been unable to report data.

North Yorkshire FRS recorded the highest number of shifts lost to sickness with 7.49 per staff member and Bedfordshire FRS recorded the lowest with 1.85 duty days per staff member to sickness absence. The average is 2.31 duty days sickness absence per staff member.

During the same period in 2023/24, the average duty days sickness absence was 2.05, showing an increase of 0.26 reported average duty days lost per staff member during 2024/25.

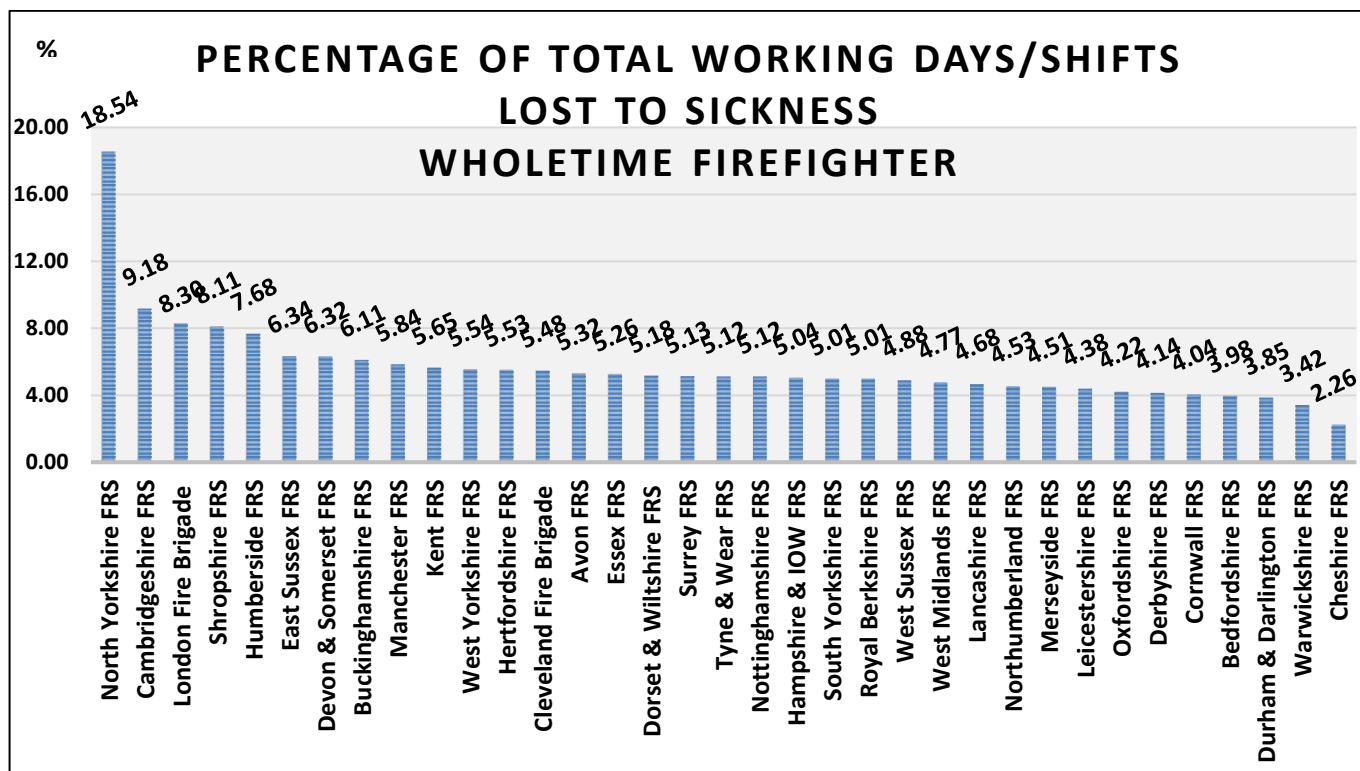


# Sickness Absence – Percentage of Duty Days Lost

The following charts show the percentage of total working days lost to sickness for Wholetime Personnel, Fire Control Operators and Green Book Staff.

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

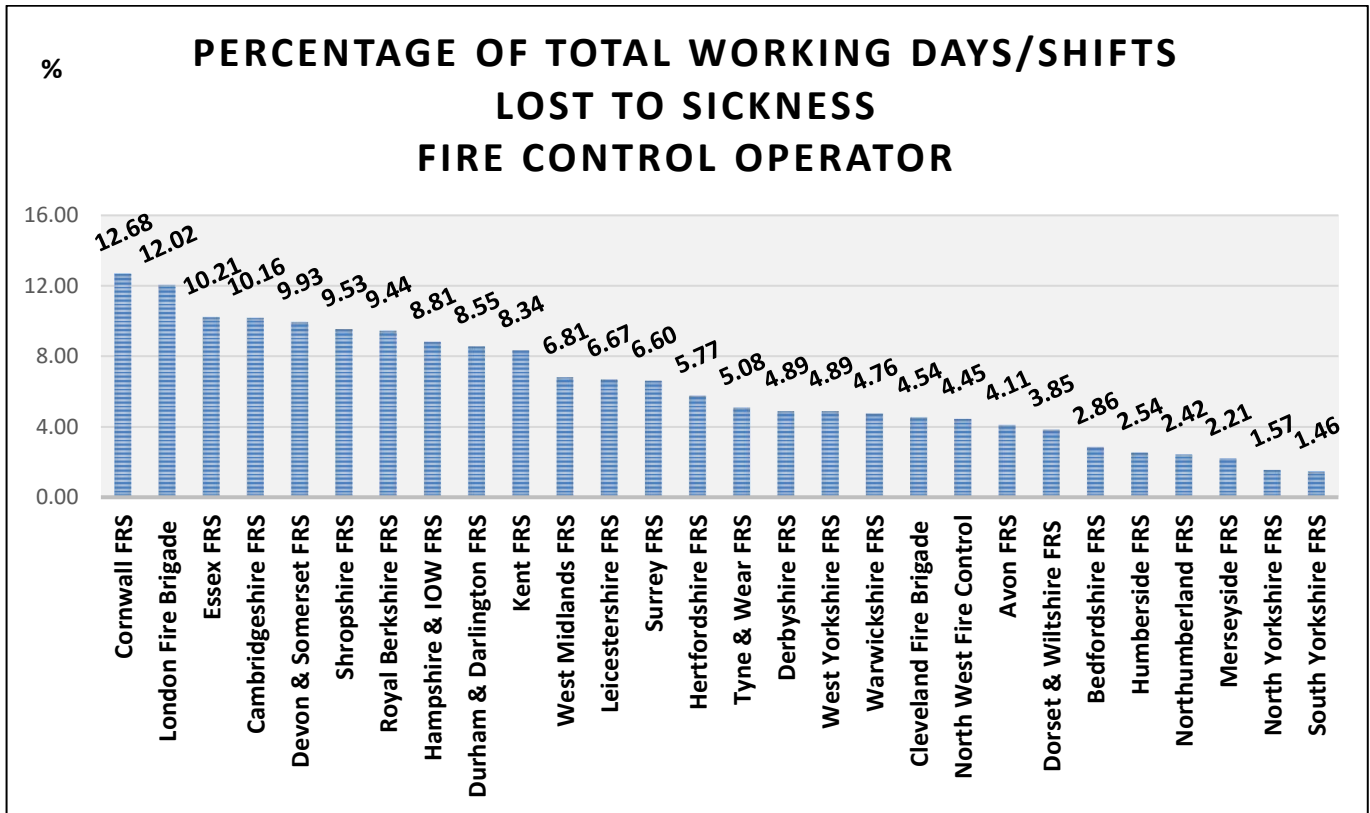


- North Yorkshire has the highest percentage of duty days/shifts lost to sickness per Wholetime Personnel with 18.54%. During 2023/24, Hereford & Worcester Cambridgeshire was the highest with 9.47%.
- Cheshire FRS reported the lowest percentage of duty days with 2.26%. During the same period in 2023/24, Warwickshire FRS was the lowest with 1.65%.
- The average percentage of duty days/shifts lost to sickness per Wholetime Personnel between April 2024 to June 2024 is 6.13%.



# Sickness Absence – Percentage of Duty Days Lost

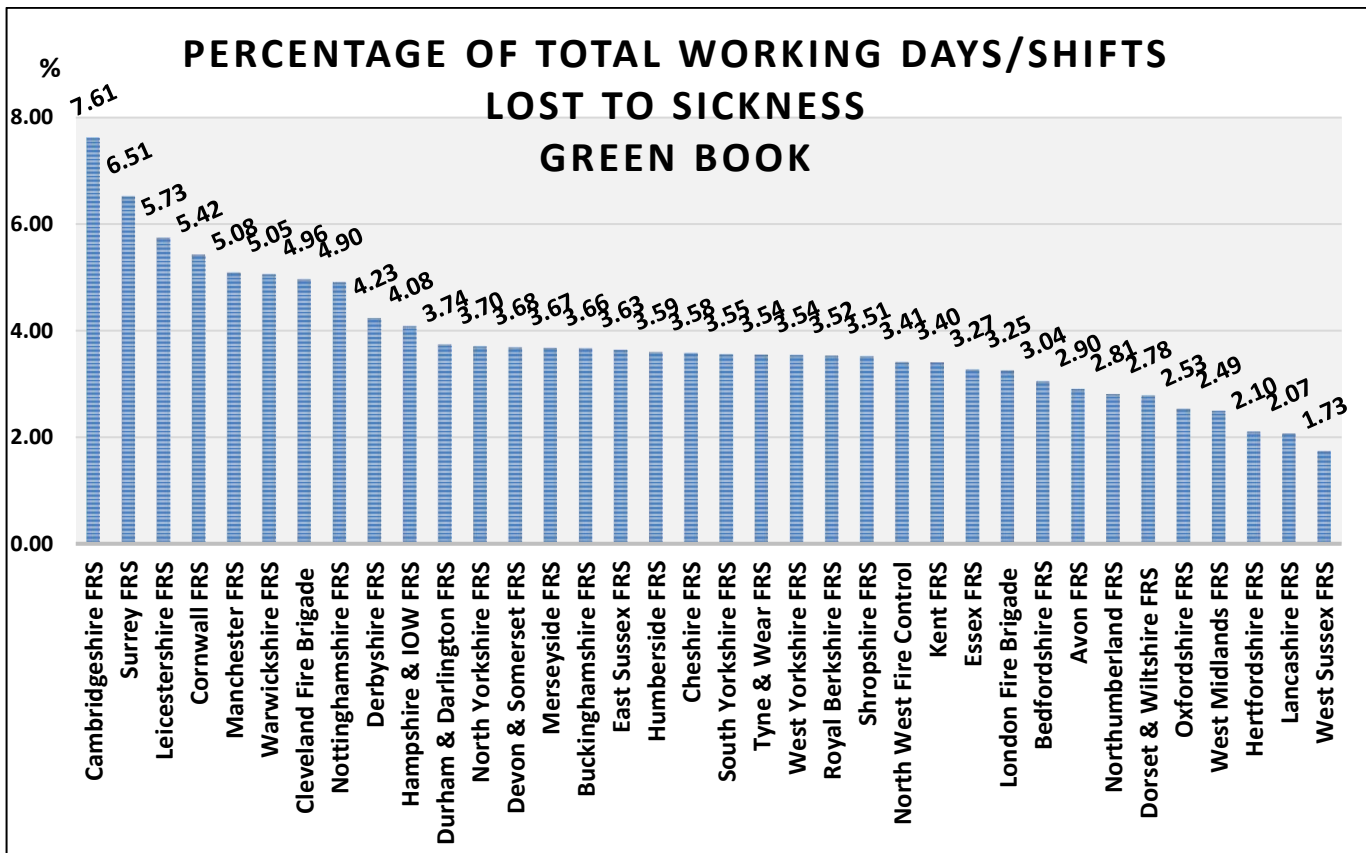
## Fire Control Staff



- Cornwall FRS has the highest percentage of working days/shifts lost to sickness per Fire Control Operator with 12.68%. During the same period in 2023/24, Hereford & Worcester was the highest with 20.45%.
- South Yorkshire FRS has the lowest percentage of working days/shifts lost to sickness per Fire Control Operator with 1.46%. During the same period in 2023/24, Durham & Darlington FRS recorded the lowest percentage of shifts lost with 0.12%.
- The average percentage of duty days/shifts lost to sickness per Fire Control Operator during the period April 2024 to June 2024 is 6.69%.

# Sickness Absence – Percentage of Duty Days Lost

## Green Book Staff

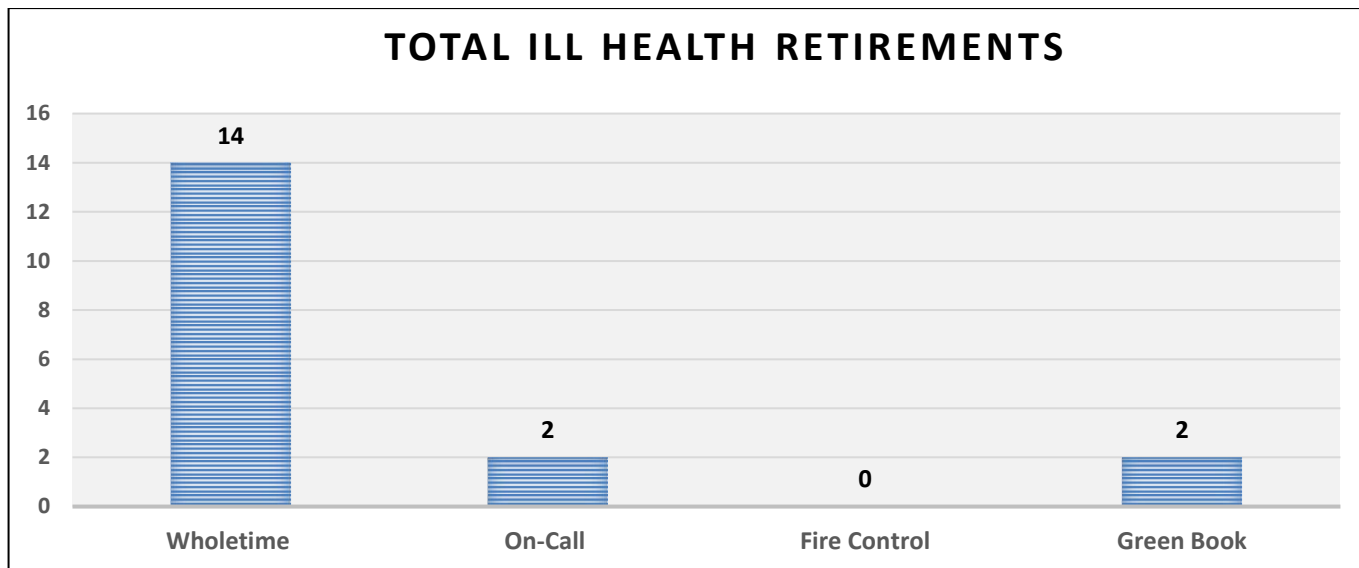


- Cambridgehire FRS has the highest percentage of working days/shifts lost to sickness per Green Book member of staff with 7.61%. During the same period in 2023/24, Hereford & Worcester FRS had the highest with 6.33%.
- West Sussex FRS recorded the lowest percentage of working days/shifts lost to sickness with 1.73%. During the same period in 2023/24, Cornwall FRS recorded the lowest number of working days/shifts lost to absence with 1.33%.
- The average percentage of duty days/shifts lost to sickness per Green Book member of staff between April 2024 and June 2024 is 3.62%.

# Ill Health Retirements

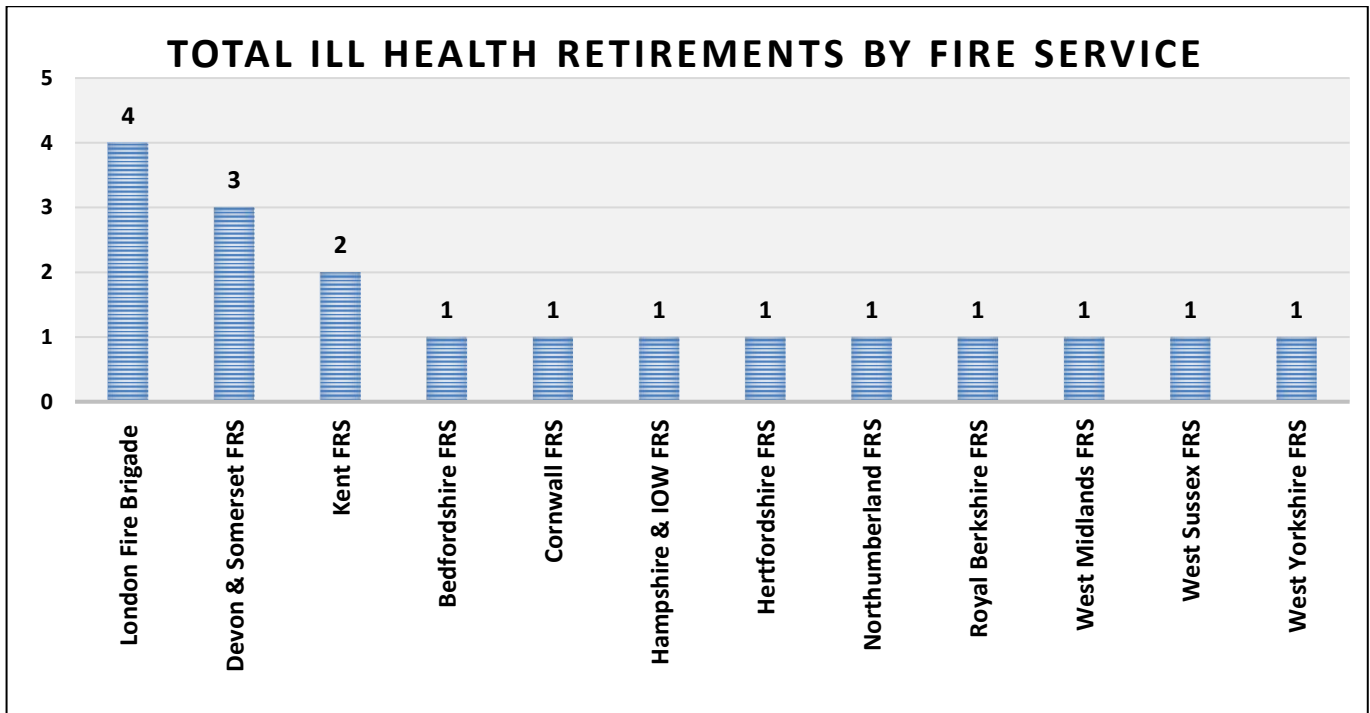
The following charts show the total Ill Health Retirements nationally (only for those services which provided data).

A total of 18 Ill Health Retirements have been reported during the period April 2024 to June 2024 by 12 services. This is a reduction of 6 (50%) for the same period in 2023/24 when 12 were reported.



35 Services provided Ill Health Retirement data for the period April 2024 to June 2024, of which 23 have recorded zero Ill Health Retirements. When comparing to the previous year, 34 FRS' submitted data and 25 recorded zero Ill Health Retirements.

# III Health Retirements



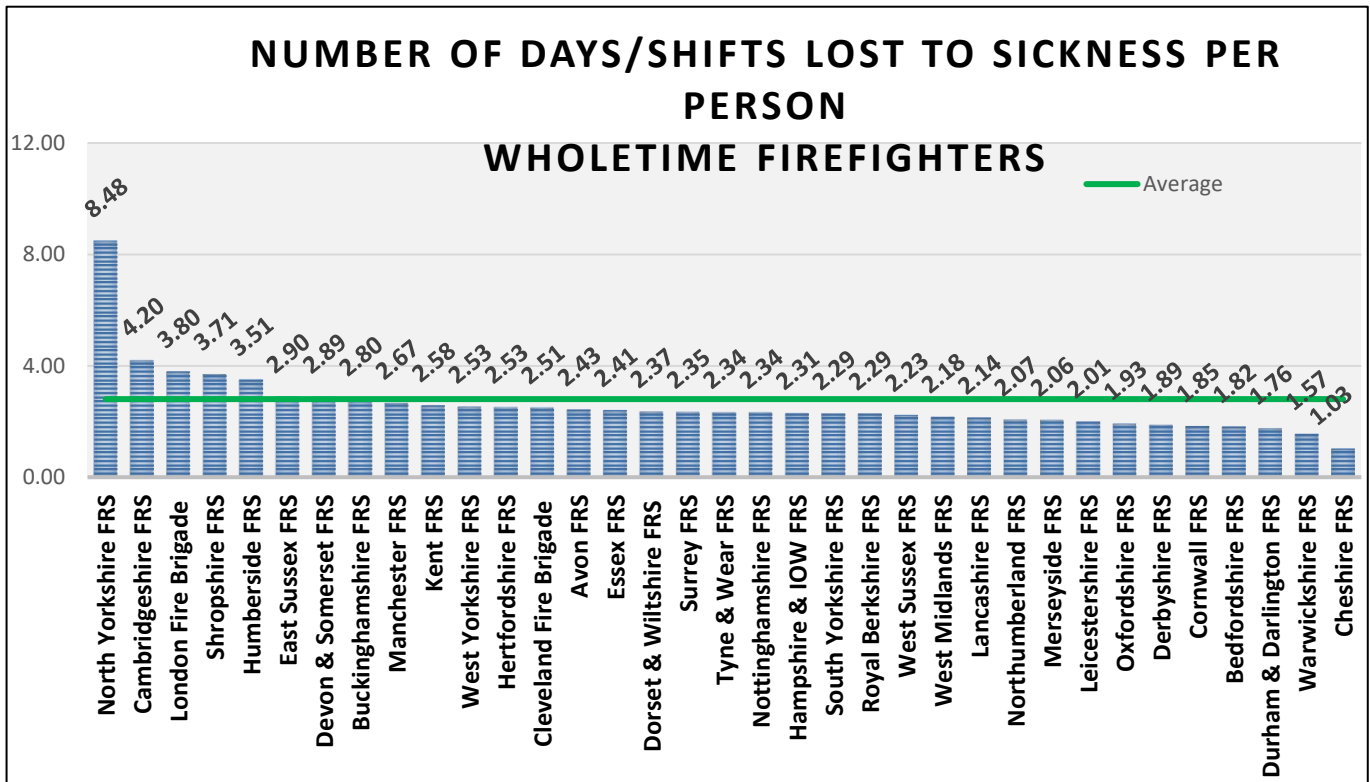
During the period April 2024 to June 2024, London Fire Brigade reported the highest number of Ill Health Retirements with four.

London also reported the highest during the same period 2023/24, with four Ill Health Retirements.

# Analysis: Wholetime Personnel

During the period April 2024 to June 2024, the total days/shifts lost to sickness for Wholetime staff was 58,878:

- North Yorkshire FRS has the highest days/shifts lost to sickness per Wholetime Personnel with 8.48 duty days lost. During the previous year, West Sussex FRS was the highest with 4.18 duty days lost.
- Cheshire FRS has the lowest days/shifts lost to sickness per Wholetime Personnel with 1.03 duty days lost. During the same period the previous year, Warwickshire FRS recorded the lowest with 0.75.
- The average number of duty days lost per Wholetime Personnel is 2.80 duty days. During the same period the previous year, the average was 2.54 duty days lost per employee therefore during 2024/25 0.26 fewer days/shifts have been reported lost per person to sickness absence.

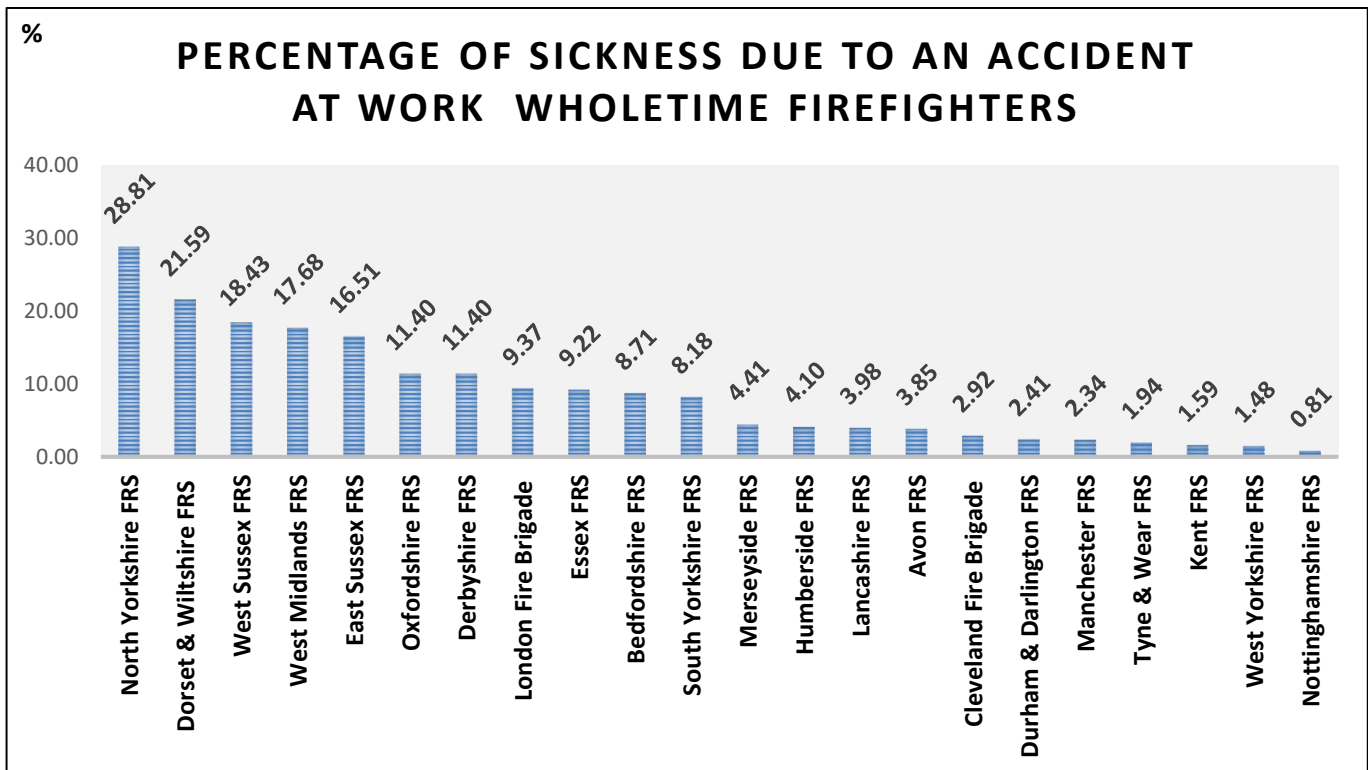


# Analysis: Wholetime Personnel

## Accident At Work:

The following chart shows the percentage of sickness that is a result of an Accident at Work for Wholetime personnel.

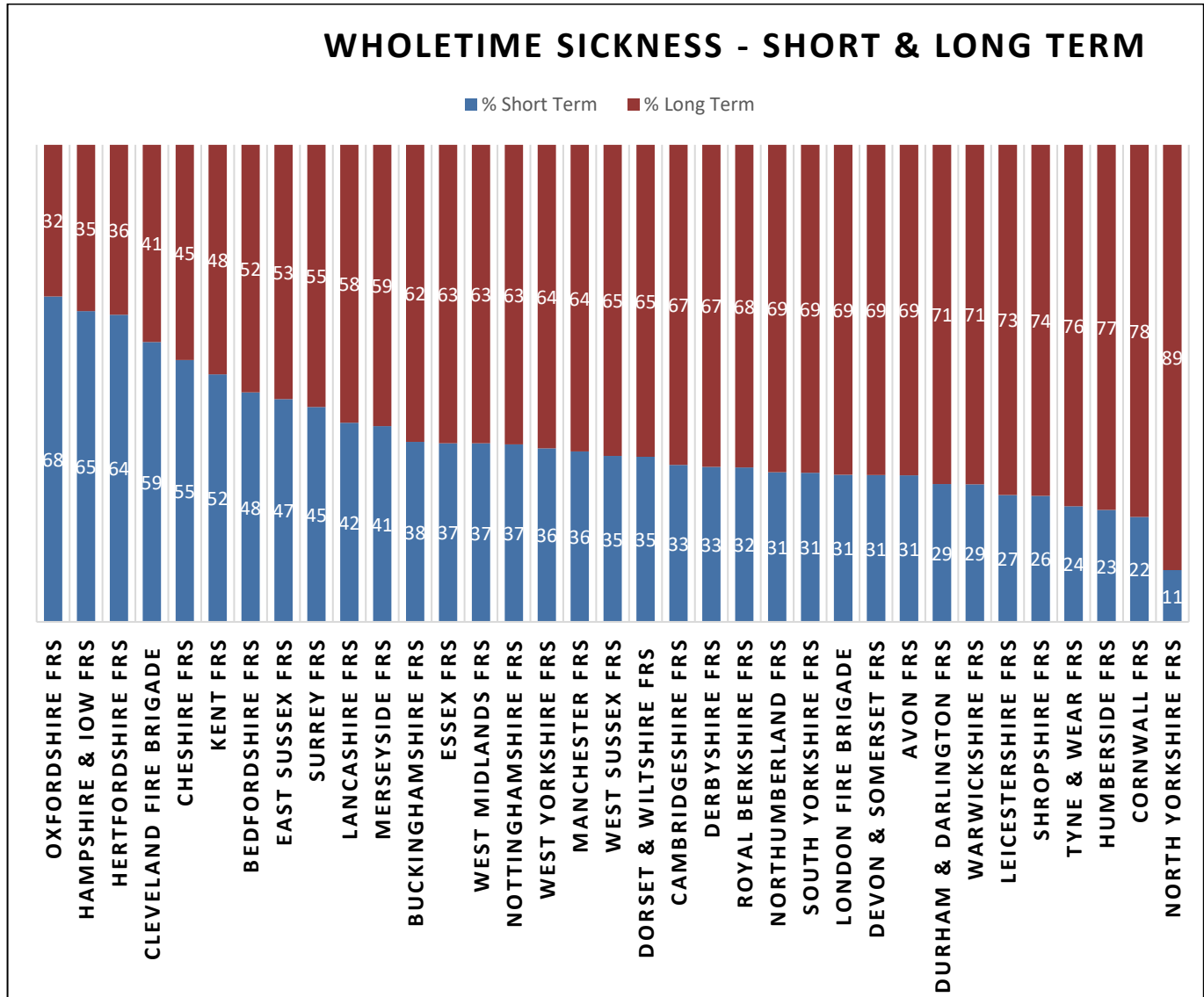
- Thirty-three FRS' provided data on sickness due to an Accident at Work for Wholetime Personnel. Of these, Buckinghamshire, Cheshire, Cornwall, Devon & Somerset, Hampshire & IOW, Hertfordshire, Leicestershire, Northumberland, Royal Berkshire, Surrey and Warwickshire FRS' recorded zero shifts lost due to accidents at work amongst Wholetime staff. Two FRS did not provide data/data not available.
- North Yorkshire FRS has the highest percentage of sickness due to an Accident at Work for Wholetime Personnel (28.81%) with Nottinghamshire FRS recording the lowest (0.81%), excluding those mentioned above that recorded zero.
- Eight FRS' stated that they include absence due to Mental Health issues where it is perceived to be work related. This equates to 23% 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: Wholetime Personnel

## Short and Long Term Absence:

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

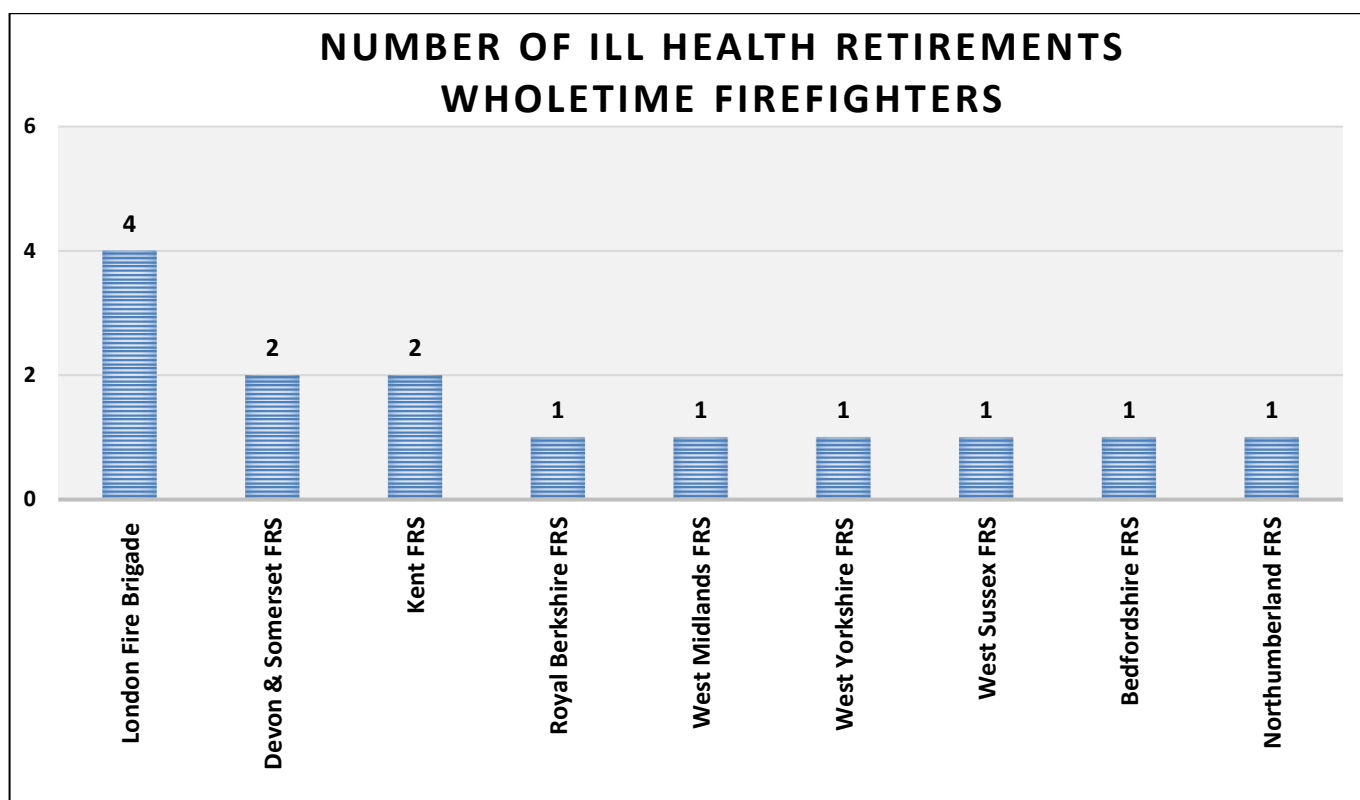


# Analysis: Wholetime Personnel

## Ill Health Retirements:

Thirty-four Fire and Rescue Services reported data on Ill Health Retirements for Wholetime personnel during the period April 2024 to June 2024.

- A total of 14 Ill Health Retirements from nine Services have been reported during the period for Wholetime personnel. During the same period in the previous year, there were eight Ill Health Retirements from five Services reported.
- Twenty-five FRS' reported zero Ill Health Retirements for Wholetime personnel during the period April 2023 to June 2023 which is three fewer than occurred in the same period 2023/24 (28).

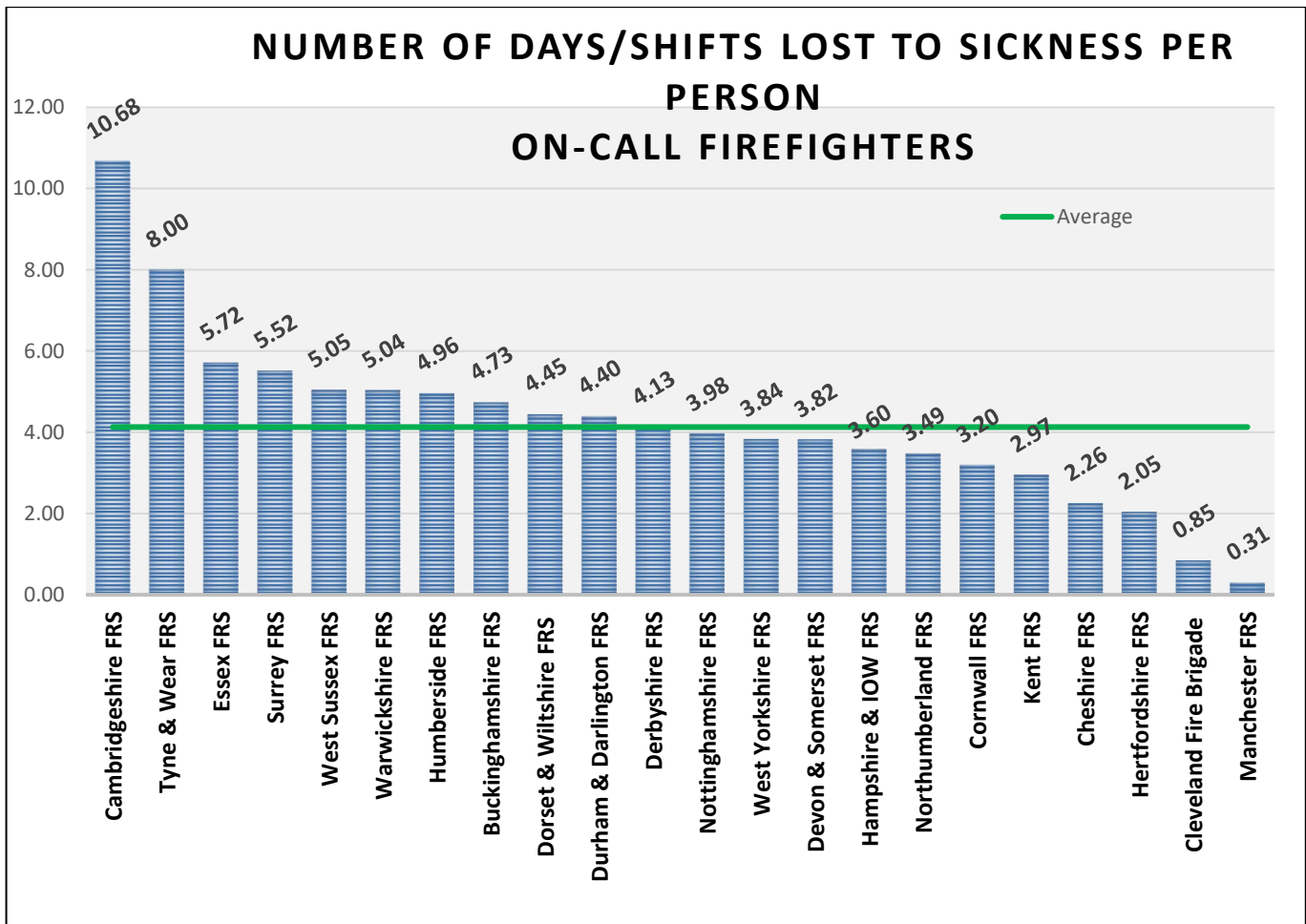




# Analysis: On-Call Personnel

For the period April 2024 to June 2024 a total of 20,970 days/shifts lost to sickness has been reported.

- Cambridgeshire FRS has the highest days/shifts lost to sickness per On-Call Personnel with 10.68 shifts. During the same period the previous year, Cambridgeshire FRS was also the highest with 11.60 duty days.
- Manchester FRS recorded the lowest shifts lost with 0.31. During the same period in 2023/24, Tyne and Wear FRS recorded zero shifts lost.
- The average number of duty days lost per On-Call Personnel is 4.13. The average for the same period the previous year was 3.61, an increase of 0.52 duty days lost per On-Call member of staff.

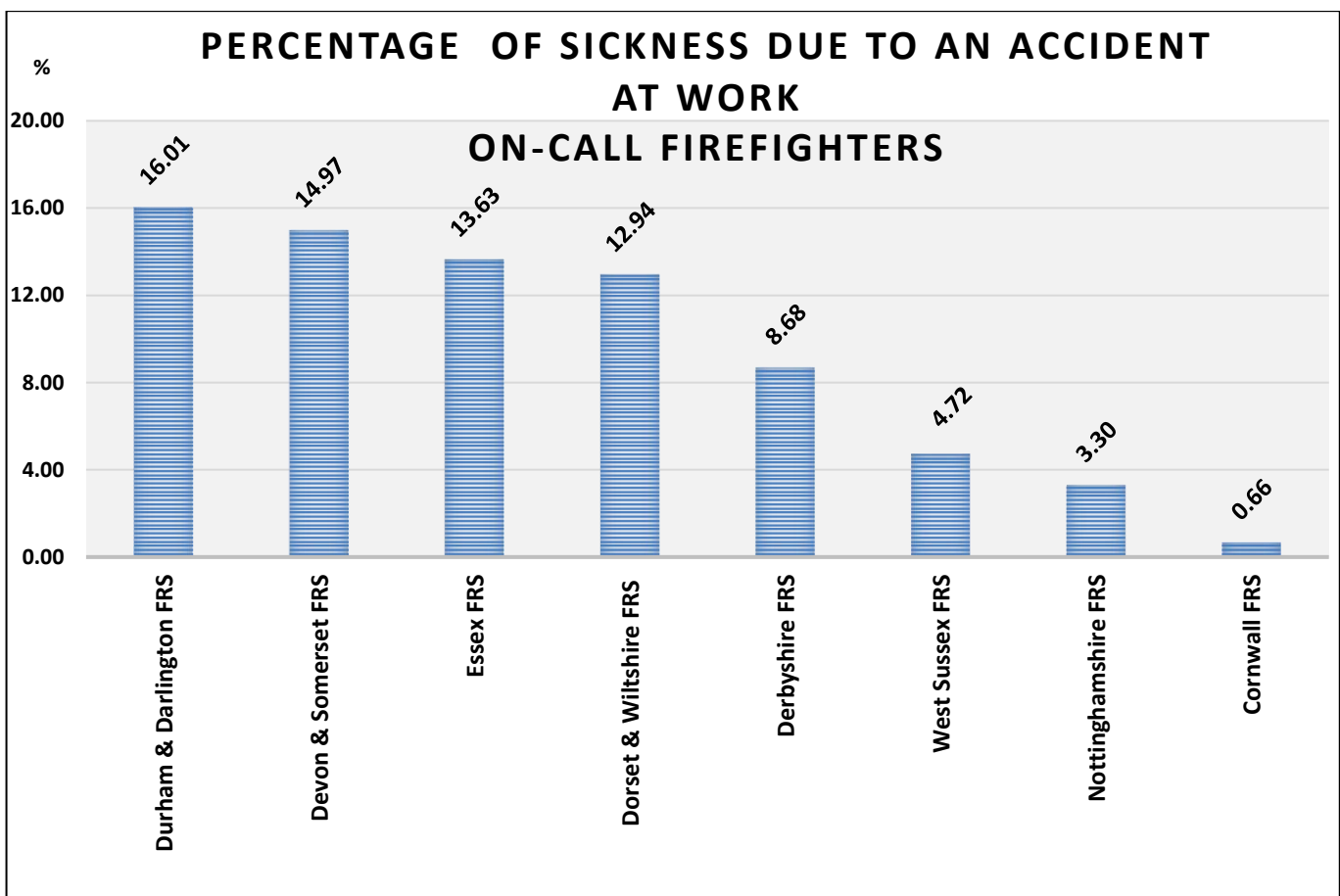


# Analysis: On-Call Personnel

## Accident At Work:

The following chart shows the percentage of sickness that is a result of an accident at work for On-Call Personnel from the services that provided data:

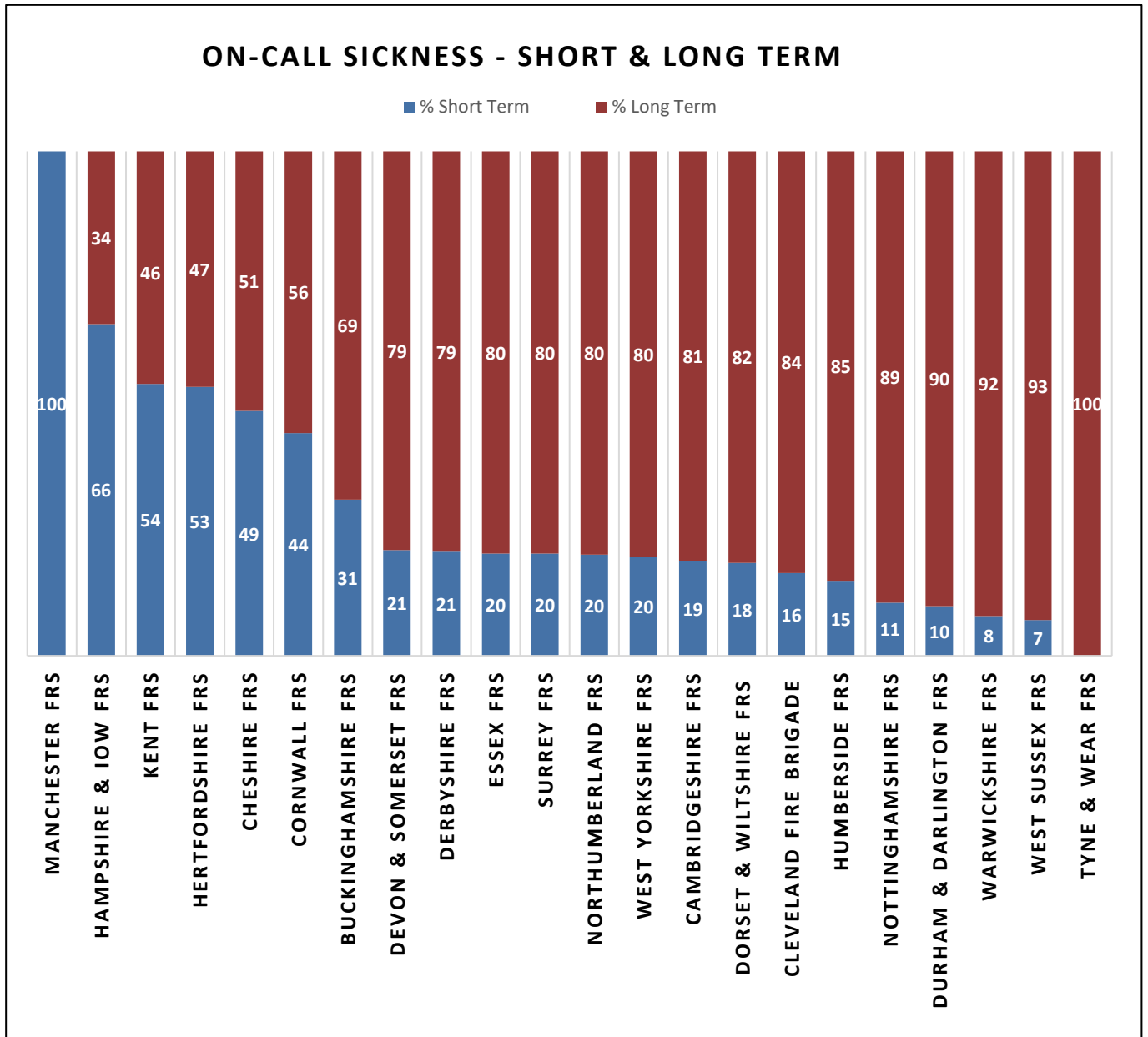
- Eight FRS' reported sickness for On-Call members of staff and 13 FRS' reported zero occasions of sickness as a result of accident (Buckinghamshire, Cheshire, Cleveland, Hampshire & IOW, Hertfordshire, Humberside, Kent, Manchester, Northumberland, Surrey, Tyne & Wear, Warwickshire, and West Yorkshire FRS').
- From the FRS' in which sickness occurred as a result of an accident, Durham & Darlington FRS has reported the highest percentage for On-Call Personnel (16.01%) with Cornwall FRS the lowest excluding the zero returns (0.66%).
- West Sussex FRS reported the highest percentage during the same period in 2023/24 (16.03%) with Humberside FRS reporting the lowest (0.96%) excluding the zero returns.



# Analysis: On-Call Personnel

## Short and Long Term Absence:

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



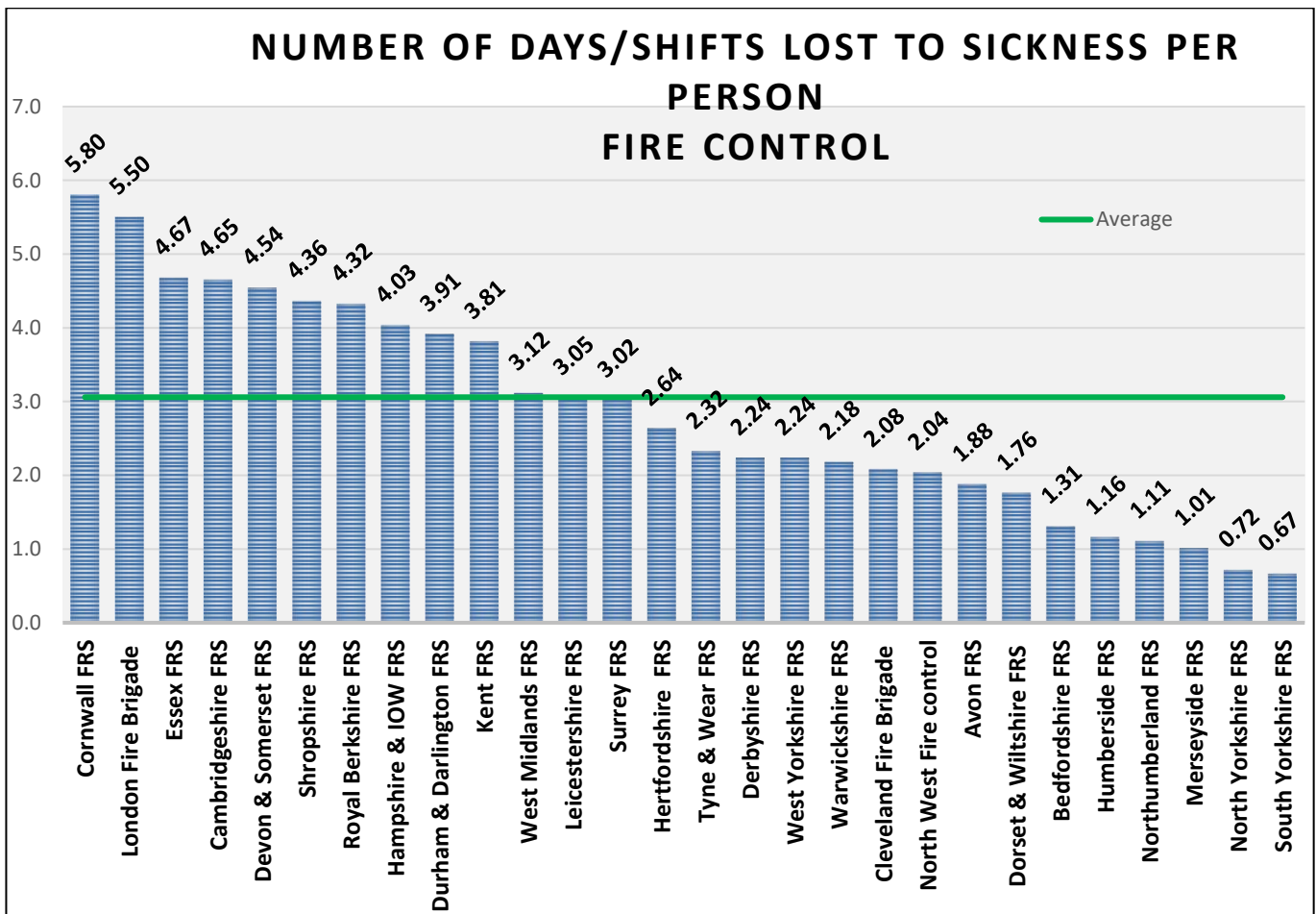
## Ill Health Retirement:

- From the Services reporting data, two Ill Health Retirements were reported (Cornwall and Hampshire & IOW FRSs). During the same period in 2023/24, there was one Ill Health Retirement.
- Twenty Services reported zero Ill Health Retirements for On-Call personnel during the period April 2024 to June 2024. During the same period in 2023/24, there were also 20 Services which recorded zero Ill Health Retirements.

# Analysis: Fire Control

During the period April 2024 to June 2024 there was a total of 3,159 days/shifts lost to sickness.

- Cornwall FRS has the highest days/shifts lost to sickness per Fire Control employees with 5.80 shifts. During the same period the previous year, Hereford & Worcester FRS was the highest with 9.36 shifts.
- South Yorkshire FRS recorded the lowest number of days/shifts lost to sickness for Fire Control employees with 0.67 zero shifts lost. During the same period 2023/24, Durham & Darlington recorded the lowest at 0.05 shifts lost.
- The average number of duty days lost per Fire Control employee is 3.06 shifts per operator compared to 2.62 duty days during the same period in 2023/24. This is an increase of 0.44 duty days per member of Fire Control.



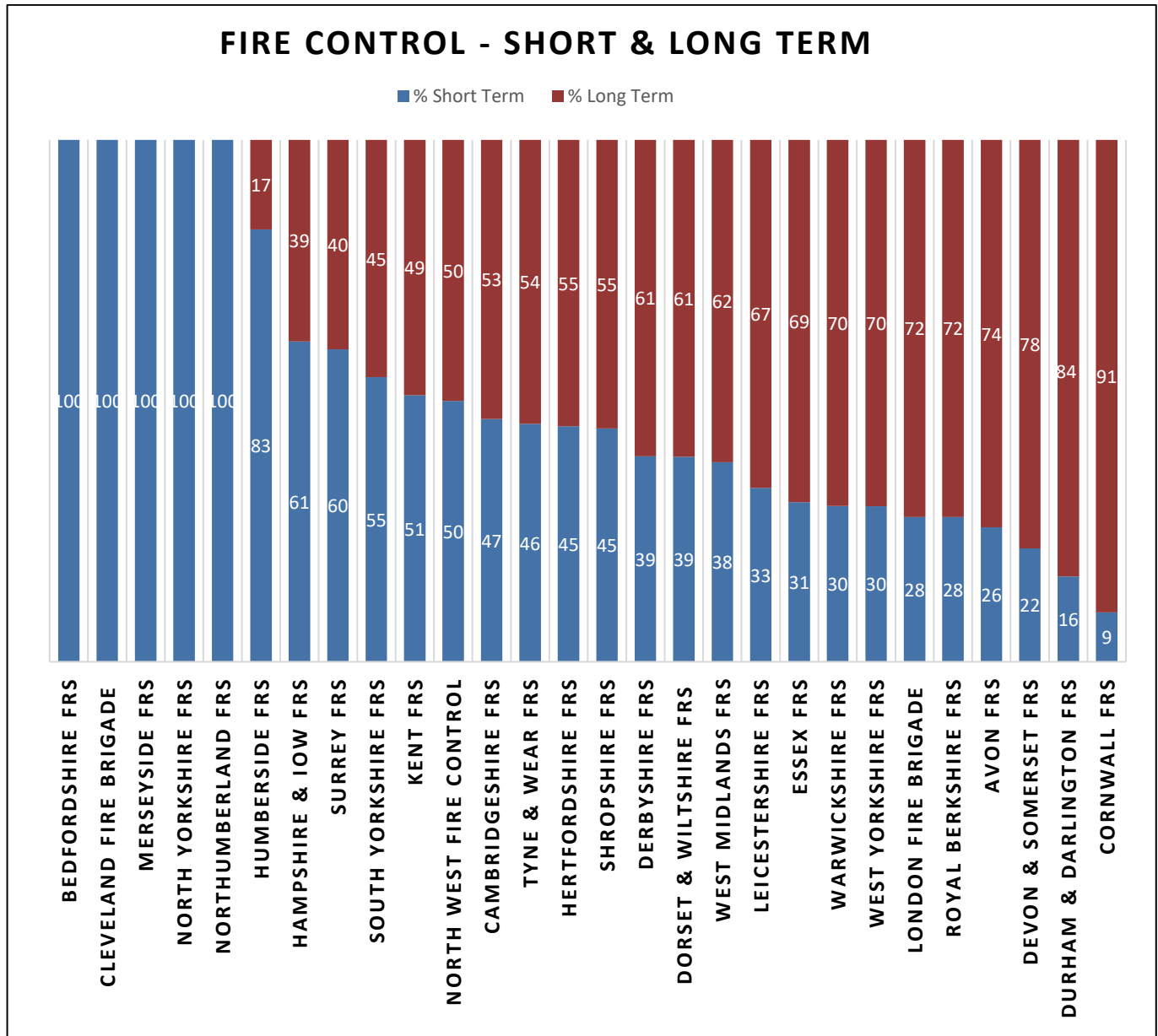
# Analysis: Fire Control

## **Accident At Work:**

Durham & Darlington FRS has recorded 22.22% sickness due to an Accident at Work for Fire Control Staff.

## Short and Long Term Absence:

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



## III Health Retirements:

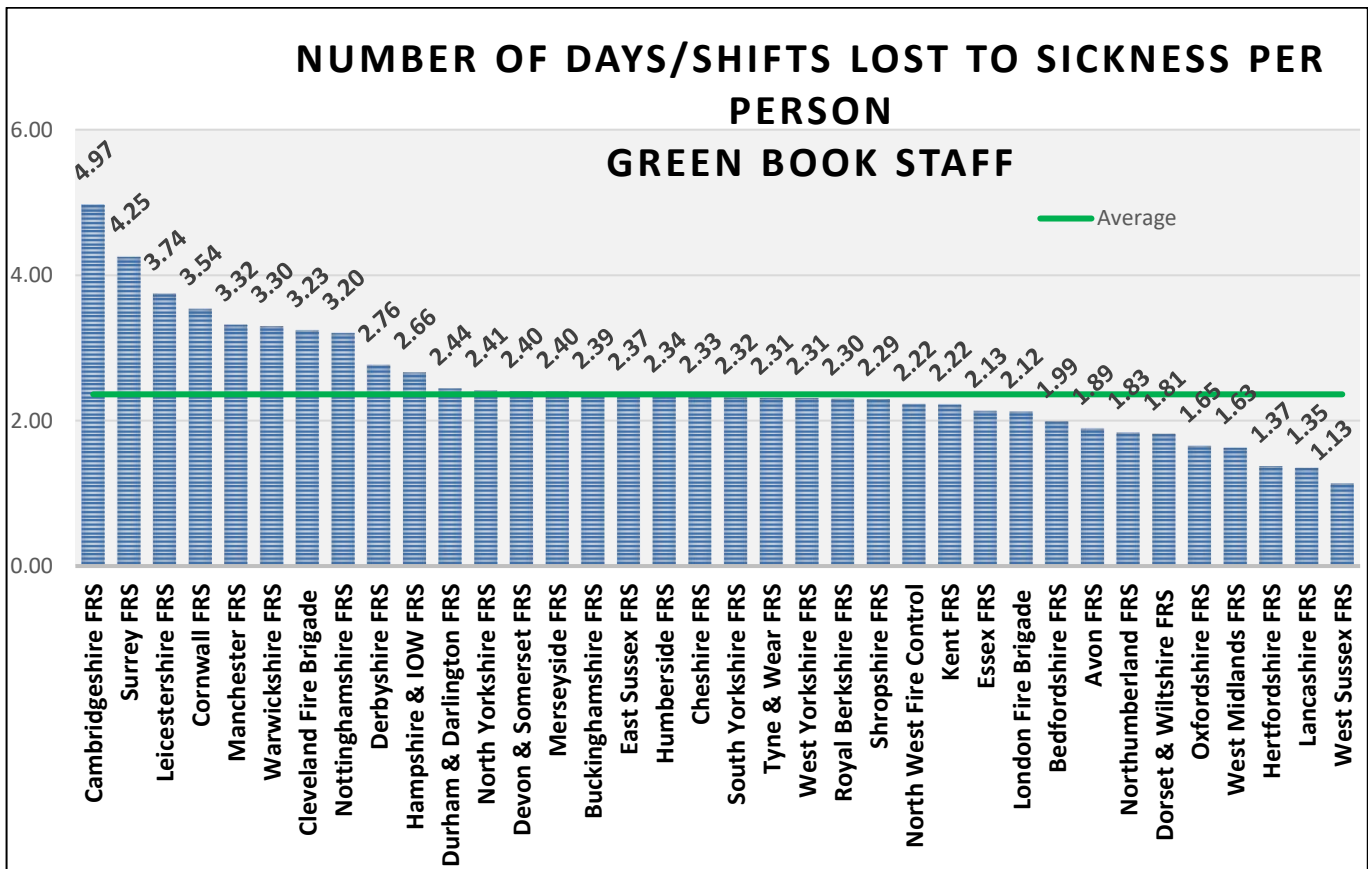
- No III Health Retirements were reported. This is the same as for the equivalent period 2023/24.



# Analysis: Green Book Employees

During the period April 2024 to June 2024, there were a total of 17,560 days/shifts lost to sickness for Green Book staff.

- Cambridgeshire FRS has the highest days/shifts lost to sickness per Green Book employee with 4.97 shifts. Hereford & Worcester FRS reported the highest during the same period in 2023/24 with 4.13.
- West Sussex FRS was the lowest with 1.13 shifts/days lost per Green Book employee. During the same period in 2022/23, Cornwall FRS was the lowest with 0.87 shifts lost.
- The average number of duty days lost per Green Book employee is 2.36 days/shifts compared to 2.12 days for the same period in the previous year, an increase of 0.24 shifts per person.

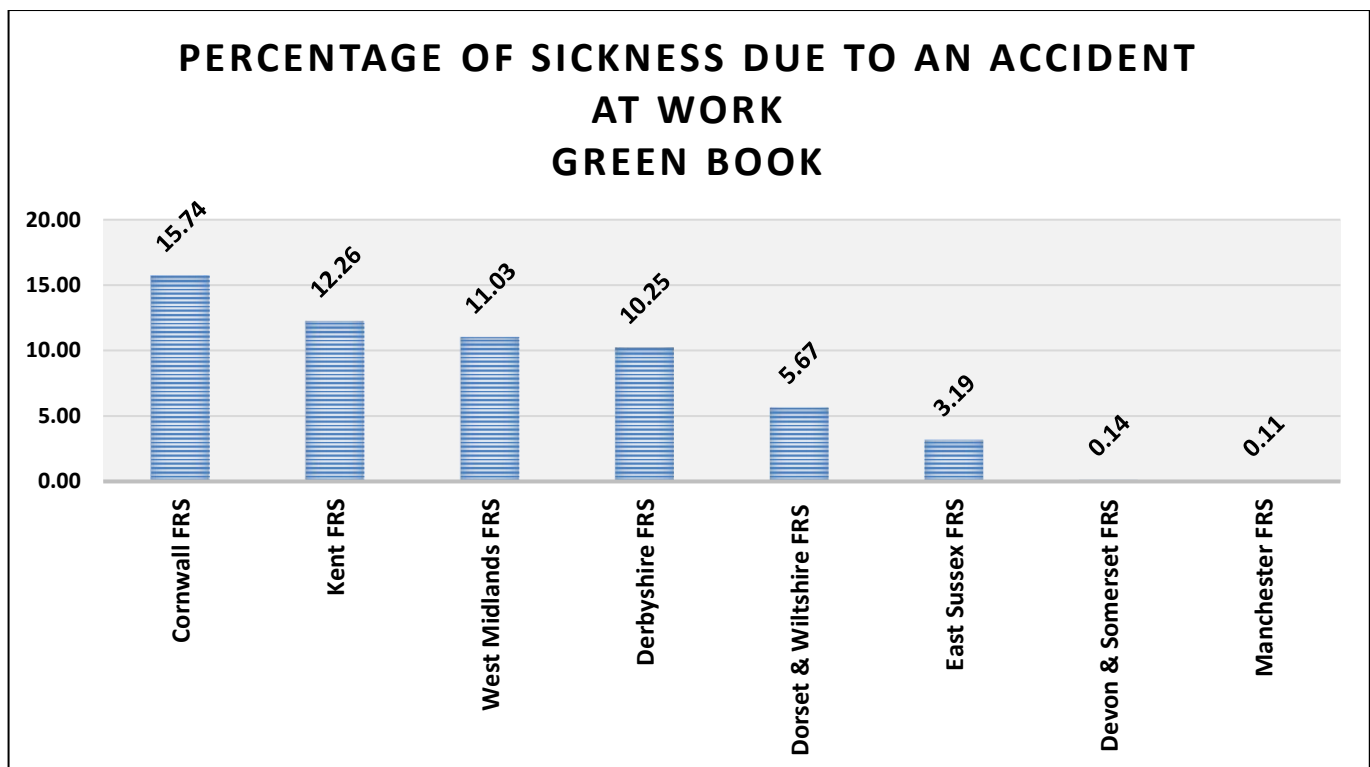


# Analysis: Green Book Employees

## Accident At Work:

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

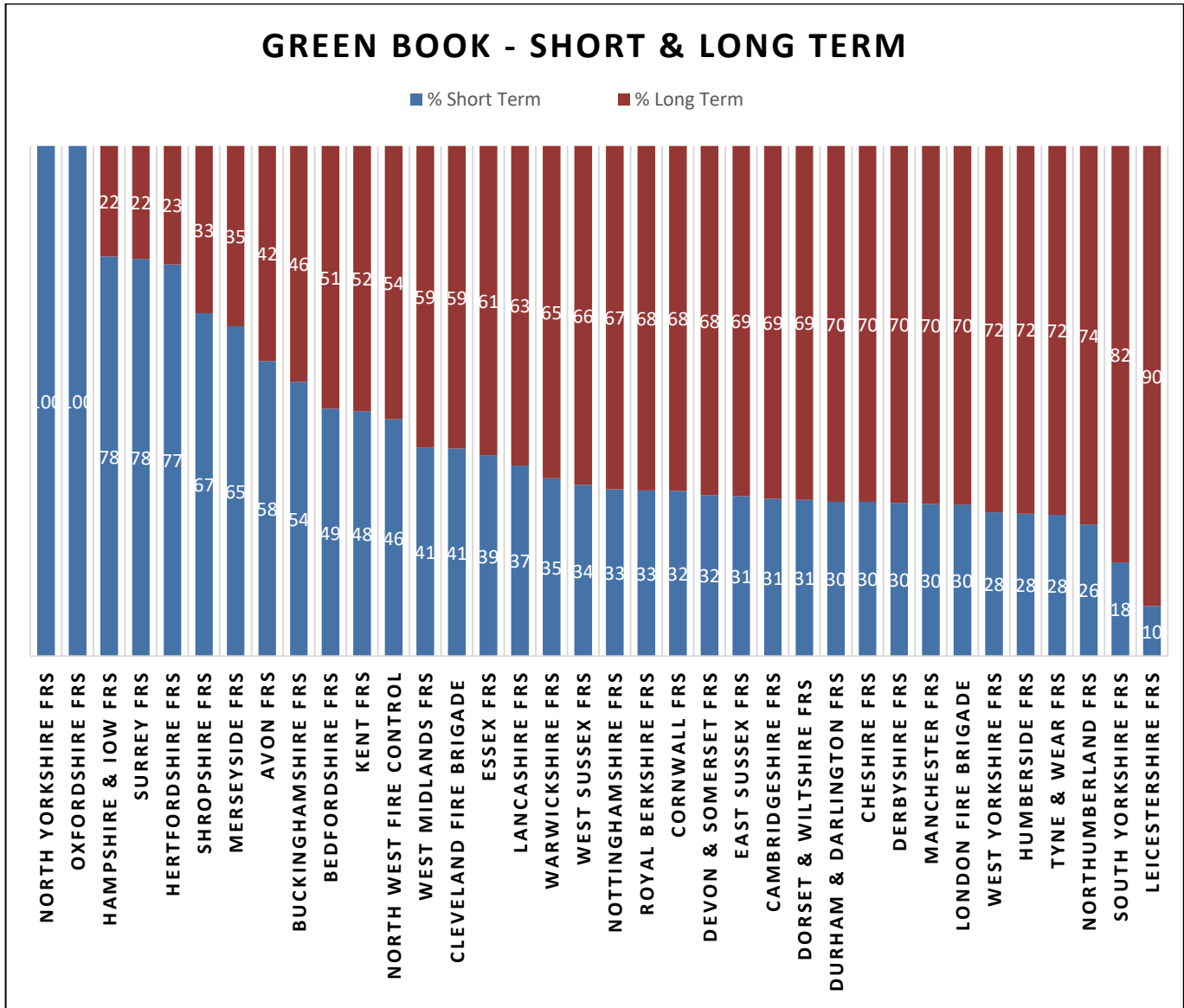
- Eight FRS' reported sickness due to an accident in the workplace with the following FRS' reporting zero absence (Avon, Bedfordshire, Buckinghamshire, Cheshire, Cleveland, Durham & Darlington, Essex, Hampshire & IOW, Hertfordshire, Humberside, Lancashire, Leicestershire, London, Merseyside, North West Fire Control, North Yorkshire, Northumberland, Nottinghamshire, Oxfordshire, Royal Berkshire, Surrey, South Yorkshire, Tyne & Wear, Warwickshire, West Sussex and West Yorkshire FRS').
- Cornwall FRS has the highest percentage of sickness due to an accident at work for Green Book employees (15.74%) with Manchester FRS recording the lowest (0.11%) excluding the zero returns previously noted. During the same period in the previous year, West Sussex FRS was the highest (29.8%) and Avon FRS was the lowest (0.3%) excluding zero returns.



# Analysis: Green Book Employees

## Short and Long Term Absence:

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



## III Health Retirements:

- Of the Services who provided a return, Devon & Somerset and Hertfordshire FRSs (one each) reported two III health retirements. During the same period for the previous year, there were also two III Health Retirements (one each from two services).
- Thirty three services reported zero III Health Retirements for Green Book employees. During the same period the previous year, 30 services reported zero III Health Retirements.

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