

Our Ref: NG/RM/25371  
Date: 6<sup>th</sup> November 2025

Nicola Griffiths  
Deputy Director of Governance  
North Staffordshire Combined Healthcare NHS Trust  
Lawton House  
Bellringer Road  
Trentham  
ST4 8HH

Reception: 0300 123 1535

Dear

## Freedom of Information Act Request

I am writing in response to your e-mail of the 15<sup>th</sup> October 2025. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

### **Requested information:**

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. **Please see Appendix 1 attached.**
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).
  - If such categorisations have changed over time, please indicate when changes to categories or coding were implemented.  
**Please see Appendix 1 attached.**
3. 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.  
**Information relating to Trust agency and bank spend can be found here [Finance - North Staffordshire Combined Healthcare Trust](#) under Agency and Bank Information.**
  - If possible, please indicate whether the use of locum/agency staff was linked to covering staff sickness absences.

**We are unable to provide data on Bank and Agency usage in relation to staff sickness. It is not feasible to match individual sickness episodes**



Chair: Janet Dawson  
Chief Executive: Dr Buki Adeyemo  
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**with corresponding Bank or Agency shifts that were filled especially over an extensive timeframe.**

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



**Nicola Griffiths**  
**Deputy Director of Governance**

Sickness Type	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
S10 Anxiety/stress/depression/other psychiatric illnesses	231	286	344	368	500
S11 Back Problems	52	76	71	70	93
S12 Other musculoskeletal problems	62	105	105	130	122
S13 Cold, Cough, Flu - Influenza	199	543	703	601	700
S14 Asthma	3	7	8	7	10
S15 Chest & respiratory problems	81	114	174	160	151
S16 Headache / migraine	151	154	152	171	250
S17 Benign and malignant tumours, cancers	8	35	14	16	20
S18 Blood disorders	7	7	3	3	3
S19 Heart, cardiac & circulatory problems	16	22	34	37	32
S20 Burns, poisoning, frostbite, hypothermia	1	1	2	0	1
S21 Ear, nose, throat (ENT)	57	65	108	119	116
S22 Dental and oral problems	17	22	29	30	27
S23 Eye problems	6	11	18	23	34
S24 Endocrine / glandular problems	7	11	12	15	22
S25 Gastrointestinal problems	237	394	481	518	645
S26 Genitourinary & gynaecological disorders	66	80	86	93	129
S27 Infectious diseases	321	360	364	199	147
S28 Injury, fracture	42	49	54	70	57
S29 Nervous system disorders	8	17	18	24	36
S30 Pregnancy related disorders	41	50	53	68	97
S31 Skin disorders	13	10	16	22	20
S98 Other known causes - not elsewhere classified	0	3	2	0	1
S99 Unknown causes / Not specified	1	0	2	0	0
<b>Grand Total</b>	<b>1627</b>	<b>2422</b>	<b>2853</b>	<b>2744</b>	<b>3213</b>