

Freedom of Information Act 2000

The Royal Cornwall Hospitals NHS Trust Response to Information request

Date Request Received: 15 October 2025

FOI Ref 30713

Requested Information:

General sickness absence from 2020-2025:

1. The total number of staff sickness absence days taken each year, broken down by year from 2020-2025.
2. Categorisation of sickness absence:
 - a. Does your organisation code sickness absences by specific category or reason (e.g. 'mental health', 'burnout', 'flu', 'musculoskeletal issues')?
 - b. If yes, please provide the breakdown for each recorded sickness category for each year in the five-year period (2020-2025).
 - c. If such categorisations have changed over time, please indicate when changes to categories or coding were implemented.
3. Locum and agency staff usage from 2020-2025:
 - a. The total number of locum or agency staff engaged in each year of the five-year period (2020-2025).
 - b. If records permit, please detail the total expenditure on locum or agency staff for each year.
 - c. If possible, please indicate whether the use of locum/agency staff was linked to covering staff sickness absences.

Response:

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

See 'grand total' row in below table.

- 2. Categorisation of sickness absence:**

a & b - Does your organisation code sickness absences by specific category or reason (e.g. 'mental health', 'burnout', 'flu', 'musculoskeletal issues')? If yes, please provide the breakdown for each recorded sickness category for each year in the five-year period (2020-2025).

Staff sickness absence days per financial year for Royal Cornwall Hospitals NHS Trust, broken down by absence reason is as follows:

	Absence Days lost per Financial Year				
Absence Reason↓ Financial Year →	2020- 2021	2021- 2022	2022- 2023	2023- 2024	2024- 2025
S10 Anxiety/stress/depression/other psychiatric illnesses	30,994	35,192	29,851	39,482	40,679
S11 Back Problems	4,694	7,244	5,237	5,221	6,685
S12 Other musculoskeletal problems	7,390	8,854	9,511	8,137	9,260
S13 Cold, Cough, Flu - Influenza	2,043	6,238	10,695	11,518	15,134
S14 Asthma	332	345	412	308	234
S15 Chest & respiratory problems	13,996	27,686	32,922	15,611	8,308
S16 Headache / migraine	2,084	2,533	2,393	2,946	3,350
S17 Benign and malignant tumours, cancers	3,169	3,520	3,006	3,277	3,050
S18 Blood disorders	197	558	666	866	112

S19 Heart, cardiac & circulatory problems	1,961	2,071	2,505	4,579	4,217
S20 Burns, poisoning, frostbite	69	32	61	50	33
S21 Ear, nose, throat (ENT)	1,857	2,309	2,225	2,582	2,678
S22 Dental and oral problems	478	507	524	708	700
S23 Eye problems	747	1,144	1,226	1,168	1,113
S24 Endocrine / glandular problems	288	379	291	801	371
S25 Gastrointestinal problems	5,661	8,092	10,421	12,016	12,974
S26 Genitourinary & gynaecological disorders	3,300	2,850	3,176	5,168	5,008
S27 Infectious diseases	411	645	428	586	586
S28 Injury, fracture	4,900	7,451	8,348	8,559	8,256
S29 Nervous system disorders	1,240	1,215	1,771	1,239	2,076
S30 Pregnancy related disorders	2,537	1,760	2,630	2,617	3,618
S31 Skin disorders	1,246	1,035	1,417	775	1,025
S32 Substance abuse	143	74	91	15	20
S98 Other known causes - not elsewhere classified	9,165	12,935	13,719	13,624	16,743
S99 Unknown causes / Not specified	653	417	472	257	247
Grand Total	99,555	135,086	143,998	142,109	146,476

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

Not applicable. Any changes to categorisations are also applied to historic data.

3. Locum and agency staff usage from 2020-2025:

a & b - 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.

For Royal Cornwall Hospitals NHS Trust, total whole time equivalent (WTE) worked per financial year for agency staff is listed below, along with corresponding expenditure.

Financial Year	SIP (WTE)	Expenditure
2020-2021	1,044.15	£8,974,045.38
2021-2022	2,180.15	£16,563,835.82
2022-2023	2,509.18	£19,746,988.86
2023-2024	2,362.22	£22,583,419.44
2024-2025	1,299.43	£14,750,363.60

c. If possible, please indicate whether the use of locum/agency staff was linked to covering staff sickness absences.

It is not possible to identify whether the use of locum/agency staff is linked to covering staff sickness absences, as sickness records do not link to locum/agency staff.

Attachment(s):

No Attachment(s)

Date Response sent: 27 October 2025