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[www.secamb.nhs.uk](http://www.secamb.nhs.uk)

15th December 2025  
Internal Ref: 251122  
Email:

Dear ,

The trust acknowledges receipt of your Freedom of Information Act 2000 (FOIA) request, referenced above. Please ensure you quote this number in any future correspondence.

### **FOI Request**

You asked us:

**I would like to make a Freedom of Information Act request for the following information**

**Please provide:**

- **What is the distribution of sickness absence days amongst your organisation's workforce by percentile?**
- **A breakdown of sickness absence in your organisation in 2024 by grade and function**
- **Details of what measures, interventions and support has your organisation provided to reduce sickness absence.**
- **A copy of your HR policies relating to sickness absence**

### **Formal Response**

The Trust confirms it holds the information you have requested.

**I would like to make a Freedom of Information Act request for the following information**

**Please provide:**



- **What is the distribution of sickness absence days amongst your organisation’s workforce by percentile?** (we wish to receive data which will allow us to determine how much of your total sickness absence was taken by a particular proportion of your workforce – eg how much of your sickness absence was taken by the top 1%. 2%. 5%, 10% and 20% of your workforce taking them.)

Percentile Group	Cumulative Calendar Days Sickness Absence	% of Total Calendar Days Sickness Absence
Top 1%	8278	8.89%
Top 2%	13635	14.64%
Top 5%	26234	28.16%
Top 10%	40683	43.67%
Top 20%	59402	63.77%
Top 40%	78348	84.11%
Top 60%	86652	93.02%
Top 80%	91945	98.70%
All	93152	100.00%

Percentile groups are calculated by ranking all employees by total calendar sickness days (highest to lowest) and identifying what proportion of total sickness is accounted for by the top X% of employees.

- **A breakdown of sickness absence in your organisation in 2024 by grade and function**  
See spreadsheet
- **Details of what measures, interventions and support has your organisation provided to reduce sickness absence.**

SECAmb provides the following support intended to reduce sickness absence:

- Occupational Health referrals
  - Wellbeing (mental health) assessments and signposting to appropriate external support or, where clinically appropriate and within our operating pathways, providing talking therapy for short-term goal-focussed treatment.
  - Trauma Risk Management (TRiM)
  - MSK physiotherapy – up to 6 MSK physiotherapy sessions per year to all colleagues.
  - Extensive Directory of Wellbeing Services detailing hundreds of organisations for help and support for a variety of concerns including crisis mental health, bereavement, family & relationships, legal, and much more.
  - Information and resources on a number of different topics on Intranet including menopause, sleep, exercise class videos, and more.
- **A copy of your HR policies relating to sickness absence**



Please see attached our Managing health and attendance policy.

### **Next steps**

Please note you will be able to source a lot of information which is made available on our website.

Should you be dissatisfied with our response then in the first instance please contact Richard Banks, Head of Corporate Governance, via the following email address: [FOI@secamb.nhs.uk](mailto:FOI@secamb.nhs.uk)

You can ask us to review our original response. If you would like us to carry out an internal review, please let us know within 40 working days of you receiving our original response. This review will be conducted by an individual who was not directly involved in reviewing the original response, ordinarily, the Trust Data Protection Officer.

We will endeavour to complete this request within 20 working days.

Should you remain dissatisfied then you can contact the [Information Commissioner's Office](https://www.ico.org.uk/foicomplaints) (ICO). Complaints to the ICO should be made within six weeks of receiving the outcome of an internal review. The easiest way to lodge a complaint is through their website: [www.ico.org.uk/foicomplaints](https://www.ico.org.uk/foicomplaints).

Alternatively, the ICO's postal address is:  
Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

Yours sincerely,

**Freedom of Information Coordinator  
South East Coast Ambulance Service NHS Foundation Trust**