

NHS National Services Scotland - Freedom of Information (FOI-2026-3373)**Total Absence by Grade - 1 April 2025-31 March 2026**

Pay Grade	Number of Staff	Working Days Lost	Sickness Absence Rate (%)
Band 2	52	1825	9.31
Band 3	593	21859	7.68
Band 4	216	6830	5.66
Band 5	263	6057	3.60
Band 6	282	5965	3.63
Band 7	340	6143	2.75
Band 8A	159	2696	2.31
Band 8B	58	921	1.77
Band 8C	48	1378	3.19
Band 8D and 9	13	503	4.38
Medical & Dental	7	37	0.69
Senior Managers	5	52	0.83
Total	2036	54266	4.37

NHS National Services Scotland - Freedom of Information (FOI-2026-3373)**Total Absence by Reason - 1 April 2025-31 March 2026**

Directorate	Number of Staff	Working Days Lost	Sickness Absence Rate (%)
Clinical	28	235	1.55
Digital and Security	238	4653	2.75
Finance, Corporate Governance and Legal Services	196	4166	2.73
Human Resources and Workforce Development	49	1265	3.55
NHS Scotland Assure	166	4625	4.67
National Procurement	265	10534	6.86
National Services Division	70	1387	3.13
Primary and Community Care	247	5696	4.09
Scottish National Blood Transfusion Service	647	18994	5.43
Strategy, Performance and Service Transformation	130	2711	3.80
Total	2036	54266	4.37

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Total Absence by Reason - 1 April 2025-31 March 2026

Absence Reason	Number of Staff	Working Days Lost	Sickness Absence Rate (%)
Anxiety/stress/depression/other psychiatric illnesses	442	16932	1.29
Asthma	9	58	0.01
Back problems	139	2294	0.19
Benign and malignant tumours, cancers	47	2034	0.16
Blood disorders	15	130	0.01
Burns, poisoning, frostbite, hypothermia	6	9	0.00
Chest & respiratory problems	152	1977	0.16
Cold, cough, flu - influenza	1232	4673	0.45
Covid-related illness	82	1022	0.09
Dental & oral problems	50	194	0.02
Ear, nose, throat	122	1007	0.09
Endocrine/glandular problems	9	55	0.00
Eye problems	43	743	0.06
Gastro-intestinal problems	767	4375	0.37
Genitourinary & gynaecological disorders - exclude pregnancy related disorders	106	1315	0.10
Headache/migraine	354	1030	0.10
Heart, cardiac & circulatory problems	42	1083	0.09
Infectious diseases	32	344	0.03
Injury, fracture	152	4059	0.30
Menopause	6	174	0.01
Menstrual Health Related Illness	21	90	0.01
Nervous system disorders - exclude headache, migraine	30	936	0.08
Other known causes - not otherwise classified	279	4431	0.35
Other musculoskeletal problems	124	3135	0.20
Pregnancy related disorders	61	703	0.06
Skin disorders	43	232	0.02
Substance abuse - include alcoholism & drug dependence	*	19	0.00
Unknown causes/not specified	171	1212	0.14
Total	4537	54266	4.37