

Supplementary material**Table 1: Mean, Median and Standard Deviation of employees on sick leave (days) by area deprivation, age group, sex, wage band and occupational group.**

	Employees: All			Employees: On sick leave at least once				
	n (%)	Sickness absence (days)			n (%)	Sickness absence (days)		
		Mean	Median	SD		Mean	Median	SD
Area deprivation								
Quintile 1 (most deprived)	2,478 (36%)	24.1	4	47.8	1,603 (39%)	37.2	14	55.2
Quintile 2	1,169 (17%)	21.7	3	44.1	725 (17%)	35.1	11	51.7
Quintile 3	1,397 (20%)	21.3	3	45.5	846 (20%)	35.1	11	54.1
Quintile 4	1,125 (16%)	20.2	2	46.7	636 (15%)	35.7	11	57.5
Quintile 5 (least deprived)	657 (11%)	17.8	2	41.4	356 (9%)	32.9	9	51.7
Age groups								
71-80	21 (1%)	17.1	0	41.4	9 (<1%)	40.0	26	57.0
61-70	553 (8%)	23.9	3	43.6	329 (8%)	40.2	17	50.4
51-60	2,198 (32%)	26.0	4	52.7	1,369 (32%)	41.7	14	61.6
41-50	1,676 (24%)	23.1	3	48.1	1,019 (25%)	38.0	13	56.9
31-40	1,465 (21%)	18.5	3	39.3	891(21%)	30.4	10	46.7
18-30	913 (14%)	13.9	2	33.0	549 (13%)	23.1	7	40.1
Sex								
Female	4,974 (73%)	21.7	3	45.1	3,076 (74%)	35.1	12	53.1
Male	1,852 (27%)	22.3	3	48.2	1,090 (26%)	37.8	12	57.9
Wage Bands								
1-2	805 (12%)	23.7	4	50.1	510 (12%)	37.4	12	58.7
3	1,755 (26%)	28.5	6	51.7	1,238 (30%)	40.4	15	57.5
4	691 (10%)	22.9	3	50.4	437 (11%)	36.3	11	59.4
5	1,171 (17%)	21.8	3	43.2	722 (17%)	35.4	13	50.5
6	1,247 (18%)	18.5	3	40.9	761 (18%)	30.4	9	48.8
7	683 (10%)	15.0	0	39.1	324 (8%)	31.6	9	52.0
8-9	474 (7%)	11.1	0	31.9	174 (4%)	30.4	8	46.9
Occupational groups								
Scientific, Technical and Allied Health Professionals	725 (11%)	11.4	0	32.3	357 (8%)	23.1	6	43.0
Additional Clinical Services (Health Care Assistants)	1,911 (28%)	30.4	6	55.3	1,354 (33%)	42.9	16	61.4
Estates and Ancillary	454 (6%)	22.1	4	47.7	284 (7%)	35.3	11	56.3
Nursing and Midwifery Registered	2,182 (32%)	21.9	3	44.2	1,333 (32%)	35.9	13	52.0
Administrative and Clerical group	1,554 (23%)	16.1	1	38.3	838 (20%)	29.8	8	48.0
Total	6,826 (100%)	21.9	3	46.0	4,166 (100%)	35.8	12	54.4

SD = Standard Deviation

Assessment of multicollinearity.

We also examined the multicollinearity between the variables in both models using Variance Inflation Factors (VIF). VIF results for both models were less than 2.0 when considering the number of coefficients (Df) in the variable, suggesting that multicollinearity was not a cause for concern (Table 2).

Table 2: Results from VIF analysis for both models: Model 1 includes only demographic variables and Model 2 includes additional wage bands and Staff group variables.

	Model 1 (without Wage Bands & Staff Groups)			Model 2 (with Wage Bands & Staff Groups)		
	VIF	Df	$VIF^{1/(2*Df)}$	VIF	Df	$VIF^{1/(2*Df)}$
IMD	1.01	4	1.00	1.10	4	1.01
Age group	1.02	5	1.00	1.14	5	1.01
Gender	1.01	1	1.00	1.06	1	1.03
Band	-	-	-	7.13	6	1.18
Staff group	-	-	-	6.83	4	1.27