Name of Committee:	**Cabinet**
Date of Meeting:	**28/11/2024**
Relevant Scrutiny Committee:	Corporate Performance and Resources
Report Title:	Q2 Sickness Absence Report 2024/2025
Purpose of Report:	To update Members of the Cabinet on the sickness absence statistics for 1st April 2024 to 30th September 2024
Report Owner:	Executive Leader and Cabinet Member for Performance and Resources
Responsible Officer:	Rob Thomas – Chief Executive
Elected Member and Officer Consultation:	The overall sickness absence figures are reported quarterly through the Corporate Performance Indicators
Policy Framework:	This is a matter for Executive decision by the Cabinet.

Executive Summary:
- The report sets out the sickness absence figures for the period 1st April 2024 to 30th September 2024 as part of the agreed performance management arrangements.

- Absence figures have increased slightly based on the same period as last year, but are improved on 2022/23 figures.

- Increases have taken place within non schools Directorates.

Recommendations

1. That the report and the (April 2024 to September 2024) sickness absence figures provided in Appendix A be noted.

2. That the report be referred to Corporate Performance and Resources Scrutiny Committee for consideration, with any recommendations referred back to Cabinet for further consideration.

Reasons for Recommendations

1. To bring matters to the attention of Members of the Cabinet in line with corporate objectives.

2. To enable the Scrutiny Committee to maintain a continued focus on the management of sickness absence throughout all services of the Council and to make recommendations to Cabinet, as appropriate.

1. Background

1.1 The levels of sickness absence within the Council are reported to Cabinet every six months.

1.2 This report sets out the sickness absence information for the period 1st April 2024 to 30th September 2024, including corporate and school employees. It also includes details of sickness absence figures for previous years for comparison.

1.3 This report acknowledges the work and commitment of all managers, employees and trade union colleagues in relation to the continual management of sickness absence.

2. Key Issues for Consideration

Employee Wellbeing

2.1 A number of initiatives have been introduced by the Council to manage the key drivers in tackling presenteeism, such as – improving digital applications/access, lifestyle and wellbeing programmes and managing the use of annual leave. Line managers are always instrumental in looking after employee health and wellbeing.

2.2 The Council considers it very important that staff are given the support they require and we are working with colleagues within Health and Safety, Occupational Health and Organisational Development and Learning to support our staff who are predominantly working from home or remotely. Support is also provided to staff that have continued to work in the front line, especially in our Waste, Social Care and Schools teams.

2.3 The Human Resources Business Partnership team continues to work closely with Occupational Health and Managers on an individual case management basis and the prompt action of Managers is prioritised to keep absences within target. A HR

absence dashboard has been created to assist with the monitoring of absences within services.

2.4   Members will be aware that in all cases of stress or anxiety, employees are automatically referred to occupational health for advice, offered counselling support and managers are offered training and support in completing stress risk assessments. The Mental Health and Wellbeing Procedures have been updated they incorporate advice and guidance was well was the responsibilities of all parties, managers, occupational health and staff. The Procedures recognise that mental health in the workplace is a wellbeing issue and acknowledges the importance of identifying and reducing workplace stressors.

2.5   Westfield Health are providing a 24-hour advice line for staff.

Positive Health Promotion

2.6   Work is continuing to develop positive health support as follows:-

2.7   The Occupational Health Department is intending to offer Wellbeing/Health Screening to all employees (subject to other work commitments). This includes height, weight, BMI, Blood Pressure, Cholesterol and Blood Sugar Tests. Appointments, when available, can be made via contacting Occupational Health. Alternatively, employees can contact the OH Department directly to book an appointment. Wellbeing appointments are also available, these can be booked by contacting OH Admin.

2.8   An extended Wellbeing package was rolled out to all employees across the Council from November 2020 focusing on physical, mental and financial wellbeing. This includes online virtual fitness sessions, yoga and stretching in addition to sessions on mindfulness, resilience and coping at times of change. This has continued during the last 6 months with activities promoted to staff. It is important that these activities continue for the foreseeable future and become part of the general wellbeing support for employees across the Council.

2.9   The Health, Safety and Wellbeing (HSW) team promote, monitor and review workstation assessments for all staff whether they are working from home, a Council building or elsewhere. The Display Screen Equipment and Eye test procedures has been updated to support this work.

2.10   The Council's Stress Management Procedures have been updated so that they can be more effectively monitored and managed, and staff can access the support that they need. The update consolidates the difference between work related stress risk assessments which provide action planning for issues and well-being action plans which provide staff with support and reasonable adjustments for health issues.

2.11   In addition, the HSW Team and Occupational health team have commenced a joint piece of work to normalise menopause across the Council following attendance of a menopause conference provided by Senedd insight. Menopause one to one

sessions can now be booked via the Occupational Health Team.

2.12   The Council now has nearly 40 trained (via Time to Change Wales) mental health champions whose primary role involves:

- Promoting health campaigns e.g. World Mental Health Day.
- Encouraging colleagues to participate in the Council's wellbeing initiatives / challenges.
- Involvement in events and collaborative working with other Champions across the Council and other organisations.
- Role modelling and promoting a healthy culture within the workplace.
- Organising activities which will now take place online, such as online Yoga classes.
- Signposting colleagues to relevant services

2.13   A full report containing the breakdown of sickness absence levels per FTE across all Directorates and services continues to be reviewed by the Council's Strategic Leadership Team each quarter and any required action is taken. The main performance management elements of the management of sickness absence is set out below:-

- All Directorates continue to review absence levels within Directorate management Teams on a monthly basis and in accordance with a service-based action plan.
- The focus on absence has been based on the scrutiny of priority absence reports within each directorate and service area. This has been helpful in focusing attention and support on particular absence cases.
- Long-term absence cases continue to be dealt with on an individual case management basis. Human Resource Business Partners work closely with managers to maintain communication with employees, along with Occupational Health, to support employees' wellbeing and their return to work.
- The management of sickness absence continues to be a high priority for the Council and an important 'Corporate Health' indicator.
- Absence information is now input directly into fusion, and therefore, real time data is available to HR and Managers, including schools.
- The use of the "Other" Sickness Category as questioned by Corporate Performance and Resources Scrutiny is under review.

Absence Policy

2.14   The Council's absence Policy has been updated to ensure information relating to contact information and access to Westfield Health is up-to-date.

2.15   A wider review of the absence policy will be undertaken over the next few months with consultation undertaken with Managers and Trade Unions.

Appendices for Consideration

2.16 Appendix A – Breakdown of Absence by Service Area.

2.17 Appendix B – Overall Sickness Rates.

The total days/shifts lost per FTE for the period April 2024 to September 2024 indicate a decrease in absence levels compared to same period in 2023 and 2022.

2.18 Appendix C – Sickness Breakdown by Directorate.

Data showing the top 5 reasons for sickness absence for each Directorate, including the breakdown of reason for stress related absence.

2.19 Appendix D – Sickness by Age.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

3.1 Long Term
Sickness reporting is reportable as part of the Public Accountability Measures (PAM's) which has been developed by the WLGA led task and finish group. It demonstrates how authorities are contributing to the well-being goals. Sickness has been identified as contributing to a Prosperous Wales and Healthier Wales. Reporting accurate data will help the Council account for future trends and the need to undertake regular reviews of the policies that impact on sickness rates

3.2 Prevention
The management of sickness absence together with wellbeing initiatives will help support service delivery including the meeting of corporate / service objectives

3.3 Integration
The management of absence identifies a range of issues that affect all areas of the Council's workforce. The objectives aim to identify what can be achieved when absence is managed effectively.

3.4 Collaboration
A key factor in managing sickness absence is the support from Corporate Management Team, Managers, HR, Occupational Health and Trade Unions.

3.5 Involvement
Regular reporting and management of absence ensures that we are open and transparent in relation to our approach to sickness absence. Any changes to the Attendance and Wellbeing Policy will be subject to the usual consultation process with Cabinet, Scrutiny, Managers and Trade Unions.

4 Climate Change and Nature Implications

4.1 Human activity is cited as the main cause of climate change, but organisations also contribute significantly, with businesses contributing 17% of the greenhouse gas

emissions in the UK in 2019. Organisations emit greenhouse gases through their energy and resource use, transport and travel, waste management and supply chain.

4.2   HR practitioners are in a unique position due to their connections across their organisations, through their roles and the requirement to engage with all levels, disciplines and sectors. Every employee will have contact with aspects of HR throughout their employment through to the point at which they leave.

4.3   HR practitioners have the potential to play a significant leadership role in implementing all aspects of environmental sustainability through policies and procedures relating to.

- recruitment and selection
- performance management
- learning and development
- leadership and engagement.

4.4   The values of the Council include environmental sustainability, the culture of the organisation is formed when these values are put into action. For HR practitioners, this means the integration of environmental sustainability throughout all of our policies, procedures and practices, and then clearly articulating this to all stakeholders.

5   Resources and Legal Considerations

Financial

5.1   The need to continue to maintain reasonable levels of absence will be important as the Council responds to ongoing financial pressures.

Employment

5.2   The incidence of high levels of absence has significant resource implications and places constraints on the continued delivery of high-quality service provision.

Legal (Including Equalities)

5.3   All legal implications including the Equality Act, Human Rights Act and General Data Protection Regulations have been considered within the implementation of policy provisions.

6   Background Papers

6.1   None.

Appendix A - Sickness Absence Breakdown by Service Area (2024/25)

Period 01-APRIL-2024 to 30-SEP-2024

Q2 COMPARISON

Directorate	Service	Average FTE	Short Term Days Lost per FTE	Long Term Days Lost per FTE	24/25 Days Lost per FTE	24/25 Annual Target	23/24 Days Lost per FTE	22/23 Days Lost Per FTE
Environment & Housing Services	Building Services	145.24	1.57	5.09	6.66	16.54	8.20	5.82
	Director's Office - **EHS**	32.52	1.01	1.91	2.92	6.33	7.02	4.47
	Housing Services	67.75	1.43	10.97	12.40	24.67	8.59	4.61
	Neighbourhood Services and Transport	269.85	1.66	7.90	9.56	18.52	7.49	9.37
	Shared Regulatory Services	175.46	0.92	2.85	3.78	8.50	2.29	6.29
Environment & Housing Services Totals		**690.82**	**1.40**	**6.05**	**7.45**	**14.91**	**6.38**	**7.11**
Learning & Skills	Additional Learning Needs and Wellbeing	62.63	0.45	2.23	2.68	9.35	3.20	2.92
	Director's Office - **L&S**	14.89	0.30	0.00	0.30	6.17	0.50	0.33
	Standards and Provision	56.59	1.31	8.35	9.67	10.56	3.51	7.14
	Strategy, Community Learning and Resources	91.49	0.22	2.00	2.22	7.70	1.85	2.49
Learning & Skills Totals		**225.60**	**0.56**	**3.53**	**4.09**	**8.45**	**2.57**	**3.81**
Resources	Director's Office - **RES**	22.53	0.04	0.00	0.04	4.00	0.87	0.09
	Financial Services	118.14	1.25	3.10	4.35	10.16	3.59	7.29
	Human Resources Service	49.58	0.76	1.00	1.76	7.45	1.95	8.18
	ICT Services	43.36	0.55	2.31	2.86	7.79	2.88	0.94
	Legal and Democratic Services	50.99	0.91	4.51	5.42	10.24	1.16	3.12
	Policy and Business Transformation	58.96	1.74	6.55	8.29	16.79	4.41	6.43
Resources Totals		**343.55**	**1.05**	**3.29**	**4.34**	**9.41**	**2.88**	**5.31**
Place	Directors Office - Place	5.00	0.00	0.00	0.00	2.25	0.67	0.00
	Regeneration and Planning	95.36	0.58	1.62	2.20	5.75	1.51	0.86
Place Totals		**100.36**	**0.55**	**1.53**	**2.09**	**4.00**	**1.49**	**0.86**
Social Services	Adult Services	221.91	2.26	7.84	10.09	23.91	6.84	12.57
	Children and Young People Services	240.78	1.20	6.76	7.96	18.00	5.15	8.25
	Director's Office - **SS**	17.32	0.60	1.79	2.39	5.50	0.38	5.17
	Resource Management and Safeguarding	175.73	1.39	5.40	6.79	21.59	7.83	8.12
Social Services Totals		**655.75**	**1.59**	**6.63**	**8.22**	**17.25**	**6.36**	**9.71**
Corporate Total - Excluding Schools		**2016.08**	**1.27**	**5.26**	**6.53**	**11.04**	**5.14**	**7.02**
Schools		**2163.11**	**1.38**	**2.39**	**3.77**	**10.45**	**3.75**	**4.65**
Total Including Schools		**4179.19**	**1.33**	**3.77**	**5.10**	**10.75**	**4.43**	**5.87**

Overall Sickness Rates

The overall sickness absence rates [i.e. working time lost per Full Time Equivalent (FTE)] for 1st April 2024 to 30th September 2024 are set out in the table below with comparative data for the same period in 2022/2023 and 2023/2024.

Total days / shifts lost per FTE (total days lost)	April to September			Target 2024 Q2 (Annual Target ÷ 2.3)
	2022/2023	2023/2024	2024/2025	
Environment & Housing	7.11 (4790)	6.38 (4383)	7.45 (5143)	6.48
Learning and Skills	3.81 (791)	2.57 (565)	4.09 (922)	3.67
Corporate Resources	5.31 (1735)	2.88 (952)	4.34 (1491)	4.09
Place	0.86 (74)	1.49 (143)	2.09 (209)	1.74
Social Services	9.71 (6131)	6.36 (4249)	8.22 (5490)	7.50
Corporate Total - excluding Schools	7.02 (13522)	5.14 (10291)	6.53 (13156)	4.80
Schools	4.65 (8491)	3.75 (7830)	3.77 (8159)	4.54
Total Absence	5.87 (22013)	4.43 (18121)	5.10 (21315)	4.67

A more detailed breakdown of absence in each Service area is included within Appendix A.

The following table shows a breakdown of each month in Quarter 2022 / 2023 / 2024. The figures show lower days lost in 2024 and 2023 compared to 2022, but a slight increase from 2023 to 2024.

	2022 *		2023 *		2024*	
Month	Number of Absences	Days Lost	Number of Absences	Days Lost	Number of Absences	Days Lost
April	504	3317	372	2959	547	3571
May	555	3635	457	3369	606	3916
June	495	3631	418	3409	603	3759
July	709	4389	460	3031	616	3801
August	303	3254	252	2636	285	2853
September	480	3792	554	3711	540	3415

* Reported at Q2

Number of Absences = Number of Absent Employees in each individual month (i.e. an absence 15th April to 2nd June will be reported in April / May / June respectively)

Days Lost = this is the total days lost in each individual month

The reasons for sickness absence across the authority (including in Schools) over the period April 2024 to September 2024 are listed in the below table compared to 2022 and 2023. The figures include both the total FTE days lost and percentages.

In reference to the length of absence, members will note from the below table that 74% of all absence are categorised as long term (i.e. over 4 weeks in duration), compared with 26% short term absence.

Note that the percentages are added up separately for the short-term, long term and total absences. Due to the fact that short-term absence is 26% of absence, the total of short-term and long term may not add up to the total percentage figure. This is also the case for the Directorate tables on the following pages.

Days Lost (%)	Short Term			Long Term			Total Absence		
Absence Reason	2022	2023	2024	2022	2023	2024	2022	2023	2024
Stress Non Work	445 9%	318 6.7%	245 4.4%	5155 31%	3187 23.9%	3226 20.5%	5600 25%	3505 19.3%	3471 16.3%
Other	0%	484 10.1%	761 13.7%	0%	1280 9.6%	2686 17.0%	0	1764 9.7%	3446 16.2%
Viral Infection	1494 29%	1283 26.9%	1745 31.5%	809 5%	1139 8.5%	699 4.4%	2303 10%	2423 13.4%	2444 11.5%
Stress Work	118 2%	84 1.8%	81 1.5%	2309 14%	1482 11.1%	2016 12.8%	2427 11%	1565 8.6%	2097 9.8%
Operations / Recovery	182 3%	262 5.5%	299 5.4%	2222 13%	1756 13.2%	1770 11.2%	2404 9%	2018 11.1%	2070 9.7%
Musculo-skeletal	328 6%	414 8.7%	277 5.0%	2235 13%	1180 8.8%	1621 10.3%	2563 12%	1594 8.8%	1898 8.9%
Stomach Ailments	572 11%	572 12.0%	864 15.6%	553 3%	299 2.2%	507 3.2%	1125 5%	871 4.8%	1371 6.4%
Stress	0	55 1.2%	131 2.4%	0	536 4.0%	862 5.5%	0	591 3.3%	993 4.7%
Back Problems	173 3%	209 4.4%	140 2.5%	785 5%	344 2.6%	827 5.2%	958 4%	552 3.0%	967 4.5%
Headache / Migraine	191 4%	173 3.6%	266 4.8%	510 3%	129 1.0%	469 3.0%	702 3%	301 1.7%	735 3.5%
Chest Problems	185 4%	156 3.3%	208 3.8%	216 1%	322 2.4%	472 3.0%	401 2%	478 2.6%	680 3.2%
Undisclosed	28 1%	207 4.3%	179 3.2%	82 0%	837 6.3%	248 1.6%	344 2%	1044 5.8%	427 2.0%
Genito-Urinary	46 1%	87 1.8%	101 1.8%	188 1%	78 0.6%	150 1.0%	234 1%	165 0.9%	251 1.2%
Pregnancy Related	113 2%	44 0.9%	85 1.5%	77 0%	207 1.6%	143 0.9%	189 1%	251 1.4%	227 1.1%
Pandemic	1251 24%	317 6.6%	121 2.2%	894 5%	81 0.6%	0 0.0%	2145 10%	397 2.2%	121 0.6%

Rates

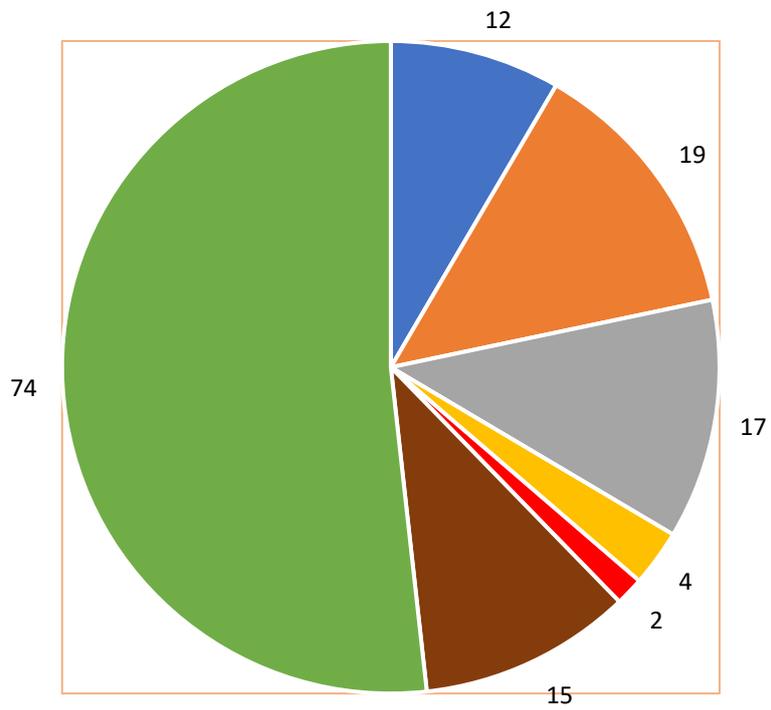| Heart Problems	11 0%	31 0.7%	31 0.6%	511 3%	430 3.2%	68 0.4%	522 2%	461 2.5%	99 0.5%
RTA / Whiplash	34 1%	40 0.8%	10 0.2%	65 0%	0	0	99 0%	40 0.2%	10 0.1%
Phased Return to Work	0	0	0	0	46 0.3%	8 0.5%	0	46 0.3%	8 0.1%
% of overall absence (Total Days)	5186	4773	5543	16827	13348	15772	22013	18121	21315

The following graphs show the breakdown of Stress Work Related, Stress Non-Work and Stress Related descriptions for the Council from April 2024 - September 2024

Description Breakdown - Stress Work Related

■ Anxiety and / or Depression	■ Ongoing Ilness
■ Stress Work Related	■ Stress at work and mental health
■ Bereavement	■ Stressed due to a disciplinary

Values shown on chart: 1, 1, 6, 1, 7, 30
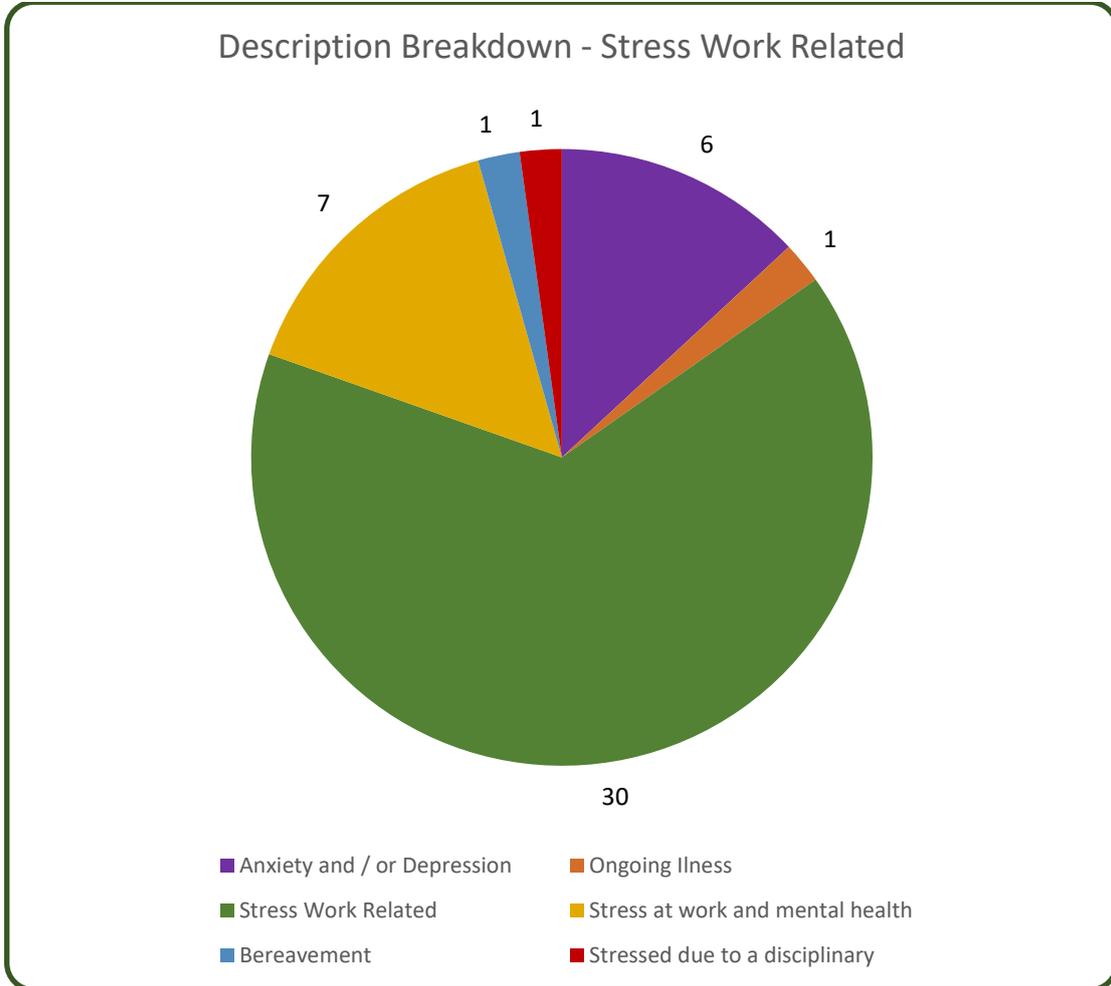
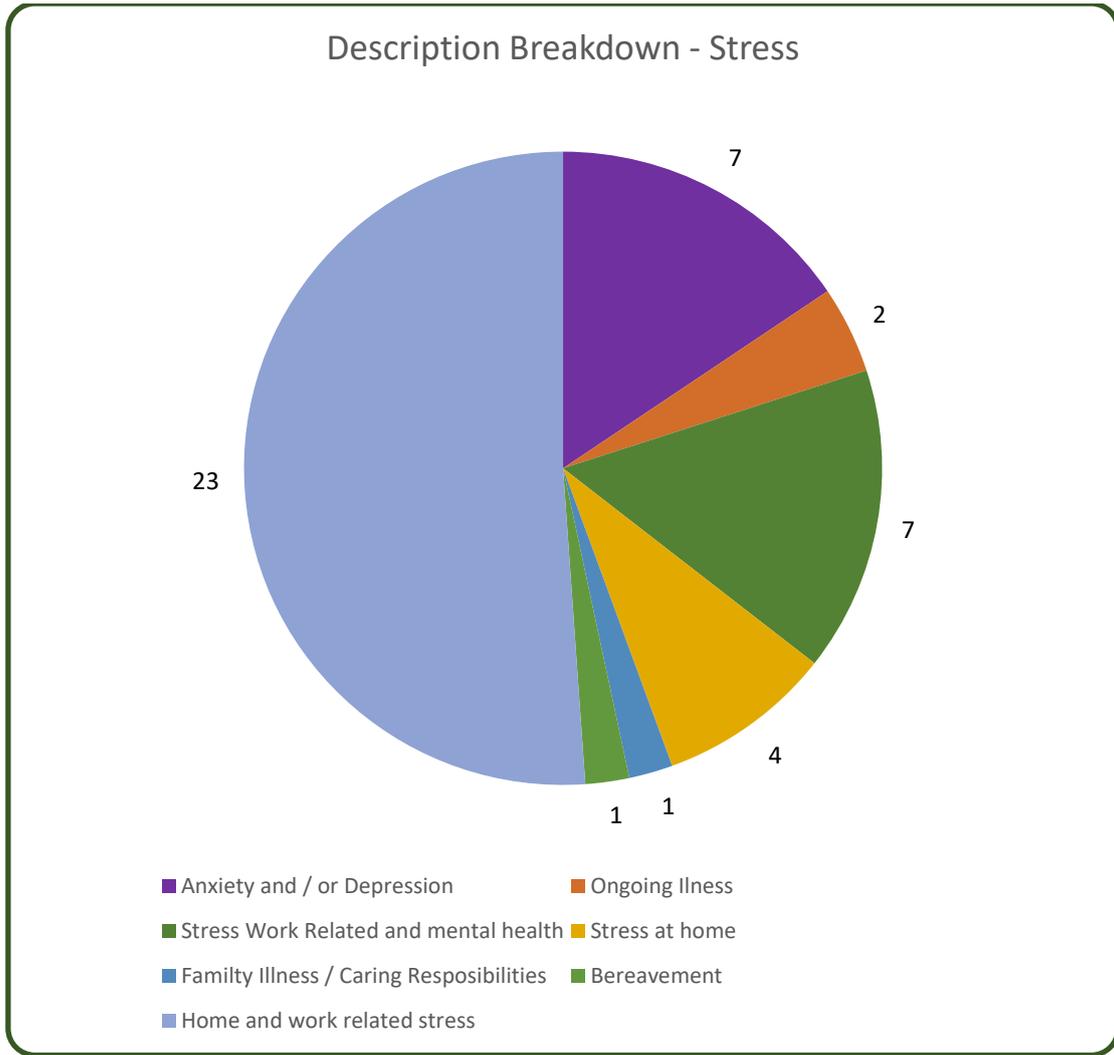## Description Breakdown - Stress Non Work Related

- Anxiety and / or Depression
- Bereavement
- Family Illness / Caring Resposibilities
- Mental Health Issues
- Ongoing Ilness / Health Scare
- Personal / Domestic Issues
- Stress - Personal Reasons

Description Breakdown - Stress

Legend:
- Anxiety and / or Depression
- Ongoing Ilness
- Stress Work Related and mental health
- Stress at home
- Familty Illness / Caring Resposibilities
- Bereavement
- Home and work related stress

All Wales Comparative Sickness Data 2021/22 and data from 2022/23 where available		
	2021/22	**2022/23 (sorted)**
Merthyr Tydfil	9.2	8.7
Isle of Anglesey	8.8	9.2
Denbighshire	9.8	10.0
Pembrokeshire	10	10.1
Gwynedd	10.1	10.2
Powys	11.2	10.3
Conwy	10.5	10.4
Carmarthenshire	11.4	11.6
Flintshire	-	11.8
Cardiff	12.7	12.0
Newport	10	12.4
Torfaen	12.4	12.5
Ceredigion	8.7	12.7
Monmouthshire	13.1	12.7
Wrexham	13.6	12.7
Vale of Glamorgan	**11.4**	**12.8**
Neath Port Talbot	13.3	12.8
Bridgend	12.4	13.2
Caerphilly	14.1	14.0
Blaenau Gwent	16.5	15.45
Swansea	12	16.5
Rhondda Cynon Taf	-	18.0
Wales	**11.8**	**12.8**

Which areas of the UK experience the most sick days?

A recent study has identified Wales as the UK's leading region for employee sick days, with workers taking an average of 5.64 days off per year.

This puts Wales ahead of the North East and Scotland, where employees call in sick an average of 5.11 and 4.87 days a year, respectively. In stark contrast, London workers report the fewest sick days, averaging just 3.44 days annually.

The study, conducted by personal injury experts Claims.co.uk, analysed Office for National Statistics (ONS) data on sickness and absence across the UK labour market from 2013 to 2022. The analysis highlighted significant regional differences in the number of workdays lost due to illness or other absences.

Key Findings by Region

- **Wales:** Dubbed the "sickie" capital of the UK, Wales experienced the highest average number of sick days per worker at 5.64. The peak year was 2022, with workers taking an average of eight days off, the highest across all UK regions during the period.
- **North East:** Ranking second, the North East saw an average of 5.11 sick days per worker annually. Despite its smaller population, the region reported a significant loss of workdays, totalling an average of 6.07 million per year.
- **Scotland:** In third place, Scottish workers took an average of 4.87 days off annually. The region experienced the highest total number of workdays lost in 2022, with 17.7 million days—equivalent to each resident taking over three days off.
- **Northern Ireland:** With an average of 4.86 sick days per worker, Northern Ireland saw the fewest total lost workdays due to its smaller population, averaging 4.06 million days per year.
- **North West:** This region reported an average of 4.8 sick days per worker and the second-highest total number of lost workdays, with 16.24 million days annually, surpassed only by the South East.

HR Review News Published August 2024.

Sickness Breakdowns by Directorate

Environment and Housing - Top 5 Reasons - April 2024 to September 2024

The Top 5 reasons for Environment and Housing show that Other Musculoskeletal has become the highest reported reason for absence in Q2 for 2024/25 (17.13%). It can be noted that this is based on an increase in long term sickness related to this absence type.

Days Lost (%)	Short Term			Long Term			Total Absence		
EHS - Top 5 Absence	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025
Musculo-skeletal	114 27%	205 22%	70 7%	604 19%	511 15%	811 19%	717 20%	716 16%	881 17%
Stress Work Related	27 7%	24 3%	15 2%	775 25%	328 10%	803 19%	803 23%	452 8%	818 16%
Stress Non Work Related	29 7%	80 9%	46 5%	957 31%	985 29%	549 13%	986 28%	1066 24%	595 12%
Back Problems	75 7.9%	76 8.1%	54 6%	202 5.3%	119 3.5%	475 11%	277 5.8%	195 4.4%	529 10%
Operations and Recovery	29 7%	49 5%	33 3%	658 21%	220 13%	406 10%	687 19%	489 11%	439 9%

There have been 15 instances of absences due to Stress Work Related from April 2024 – September 2024, the descriptions for these include Anxiety and / or Depression, Stress at work and mental health, Stress due to a disciplinary and Stress work related.

There have been 26 instances of absences due to Stress Non-Work Related from April 2024 – September 2024, the descriptions for these include Anxiety and / or Depression, Bereavement, Family Illness / Caring Responsibilities, Mental Health issues, Stress – Personal Reasons and Personal / Domestic issues.

Learning and Skills - Top 5 Reasons - April 2024 to September 2024

The Top 5 reasons for Learning and Skills show that Other has the highest sickness reasons at 40%. Sickness within Learning and Skills has declined since 2020 which may be linked to the implementation of Big Fresh Catering Company Ltd.

Days Lost (%)	Short Term			Long Term			Total Absence		
LS - Top 5 Absence	2021/ 2022	2022/ 2023	2024/ 2025	2021/ 2022	2022/ 2023	2024/ 2025	2021/ 2022	2022/ 2023	2024/ 2025
Other	0	0	28 22%	0	0	340 43%	0	0	368 40%
Stress Non Work Related	11 12%	14 9%	0	160 22%	292 55%	198 25%	172 21%	306 44%	198 22%
Headaches / Migraines	4 2%	15 7%	7 5%	125 21%	0	142 18%	130 16%	15 3%	149 16%
Operations and Recovery	0	7 3%	9 7%	0	0	78 10%	0	7 1%	87 9%
Viral Infections	24 25%	64 39%	38 30%	0	4 1%	0	24 3%	68 10%	38 4%

There have been 4 instances of absences due to Stress Non-Work Related from April to September 2024, these include Anxiety and / or Depression, Bereavement and Family Illness / Caring Responsibilities

"Other" absence can include specific illness related to cancer and other serious conditions.

Corporate Resources - Top 5 Reasons - April 2024 to September 2024

The Top 5 reasons for Resources shows Stress Non-Work Related as the highest contributor to absence in long term absences and overall and Viral infections are the highest contributor to short term absences.

Days Lost (%)	Short Term			Long Term			Total Absence		
RES - Top 5 Absence	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024
Stress Non Work Related	47 20%	33 20%	39 11%	557 33%	593 47%	355 31%	604 31%	626 44%	394 26%
Operations and Recovery	24 7%	34 12%	61 17%	235 17%	0	204 18%	259 15%	34 4%	265 18%
Other	0	0	42 12%	0	0	223 20%	0	0	264 18%
Stress Work Related	31 7%	2 7%	0	327 19%	104 8%	175 16%	358 18%	116 8%	175 12%
Viral Infections	59 25%	86 26%	109 30%	0	0	27 2%	59 3%	86 5%	136 9%

There have been 3 instances of absences due to Stress Work Related from April 2024 – September 2024.

There have been 14 instances of absences due to Stress Non-Work Related from April 2024 – September 2024, the descriptions for these include Bereavement, Stress – Personal Reasons and Personal / Domestic issues.

"Other" absence can include specific illness related to cancer and other serious conditions.

Social Services - Top 5 Reasons - April 2024 to September 2024

The Top 5 reasons for Social Services shows Other as the highest contributor to absence long term and overall, the highest short term absence reasons is Viral Infections.

Days Lost (%)	Short Term			Long Term			Total Absence		
SS - Top 5 Absence	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024
Other	0	0	228 22%	0	0	1247 29%	0	0	1475 27%
Stress Non Work Related	100 13%	154 18%	12 1%	1597 37%	1945 49%	994 23%	1697 33%	2098 43%	1006 19%
Viral Infection	233 30%	357 43%	291 28%	79 2%	413 10%	273 6%	312 6%	771 16%	561 11%
Stress Work Related	10 1%	25 2%	34 3%	382 9%	470 9%	417 10%	392 9%	495 8%	451 8%
Operations and Recovery	16 1%	74 7%	58 6%	512 10%	175 6%	314 7%	529 9%	249 6%	372 7%

There have been 11 instances of absences due to Stress Work Related from April 2024 – September 2024, the descriptions for these include Anxiety and / or Depression, Stress work related, Ongoing illness and Stress work related.

There have been 29 instances of absences due to Stress Non-Work Related from April 2024 – September 2024, the descriptions for these include Anxiety and / or Depression, Bereavement, Family Illness / Caring Responsibilities, Mental Health issues, Ongoing Illness / Health scare, Stress – Personal Reasons and Personal / Domestic issues.

"Other" absence can include specific illness related to cancer and other serious conditions.

Place - Top 5 Reasons - April 2024 to September 2024

The Directorate of Place was newly formed in 2022 and therefore no comparative data is available for 2021. The Top 5 reasons for Places shows Stress Non Work Related as the highest contributor to absence in 2024 at 64%, which is also the highest long term absence at 72%. Highest short term absences is Stomach Ailments at 49%

Days Lost (%)	Short Term			Long Term			Total Absence		
PLC - Top 5 Absence	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024
Stress Non Work Related	0	0	8 15%	0	0	126 82%	0	0	134 64%
Operations and Recovery	0	0	9 16%	0	41 100%	28 18%	0	41 55%	37 18%
Stomach Ailments	0	0	27 49%	0	0	0	0	0	27 13%
Viral Infection	0	23 69%	10 18%	0	0	0	0	23 31%	10 5%
Musculo-skeletal	0	0	1 2%	0	0	0	0	0	1 1%

There have been 3 instances of absences due to Stress Non-Work Related from April 2024 – September 2024 the descriptions for these are Stress – Personal Reasons.

Schools - Top 5 Reasons - April 2024 to September 2024

The Top 5 reasons for Schools shows Viral Infections as the highest contributor to absence in 2024 at 16%. It is also the highest short term absences at 33%. The highest long term absences is Stress Non Work related at 19%.

Days Lost (%)	Short Term			Long Term			Total Absence		
SCH - Top 5 Absence	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024
Viral Infection	557 34%	754 43%	999 33%	122 3%	327 9%	329 6%	680 11%	1081 20%	1328 16%
Stress Non Work Related	27 2%	54 3%	139 5%	617 14%	898 24%	1004 19%	644 11%	952 17%	1143 14%
Other	0	0	351 12%	0	0	568 11%	0	0	919 11%
Operations & Recovery	55 3%	113 6%	130 4%	303 7%	816 22%	740 14%	358 6%	929 17%	869 11%
Stomach Ailments	253 10%	306 14%	524 18%	281 5%	137 2%	141 3%	533 6%	443 6%	666 8%

There have been 67 instances of absences due to Stress Non-Work Related from April 2024 – September 2024, the descriptions for these include Anxiety and / or Depression, Bereavement, Family Illness / Caring Responsibilities, Personal / Domestic Issues and Stress - Personal Reasons.

"Other" absence can include specific illness related to cancer and other serious conditions.

Sickness by Age Range (Q2 2024/25)
The following showing a comparison related to age groups across the Council and Schools.

Age Group	FTE number	FTE Sickness Days Lost	Days lost per person (FTE days lost / FTE)	Top Absence Reason Short term	Top Absence Reason Long term
16-25	274	582	2.1	Stomach Ailments	Other
26-35	873	3229	3.7	Viral Infection	Stress Non Work
36-45	1095	4976	4.5	Viral Infection	Stress Non Work
46-55	1166	6669	5.7	Viral Infection	Stress Work
56-64	711	4985	7.0	Viral Infection	Stress Non Work
65+	87	874	10.0	Chest Problems	Other Musculoskeletal